

CHANGING ROOMS POLICY

(ENGLAND, SCOTLAND, AND WALES)

SUMMARY

This Policy sets out how changing spaces operate within our gyms in England, Scotland, and Wales. The Terms and Conditions state our Changing Room Policy is as follows:

Changing Rooms

1. We provide a range of changing facilities for our users. We provide:
 - a. single-sex communal changing rooms (based on biological sex); and/or
 - b. an individual use, accessible, gender-neutral changing room(s).
2. The single-sex communal changing rooms are designated for use by individuals according to their biological sex.
3. Single-sex changing rooms may be locked between 11pm and 5am and can be entered using your 8-digit PIN on the keypad outside. Our individual use, accessible, gender-neutral changing room(s) remain unlocked during this time.

TYPES OF CHANGING SPACES PROVIDED

Single Sex Changing Rooms (Male / Female)

These changing rooms are to be used as follows:

- The male changing room is for biologically male members.
- The female changing room is for biologically female members.
- Staff of the opposite sex may be present in the single sex changing room areas for cleaning, maintenance, and/or member support reasons. Their presence should be communicated prior to entering and advance notice given for longer periods.

Individual use, accessible, gender-neutral changing room(s)

These changing room(s) are a designated space to be used as follows:

- Members with disabilities.
- Members who do not identify in accordance with their biological sex.
- Carers / Guardians assisting a fellow member.

Signage is in place to set out who is able to use each changing space.

RAISING A CONCERN OR QUERY ABOUT CHANGING ROOM USE

If you have a question about this Policy, or wish to raise a concern about changing room use, we encourage you to speak to a member of staff privately. We will aim to ensure that any questions or concerns are handled sensitively and respectfully.

Staff may take reasonable steps to ensure these spaces are used in accordance with the Policy where concerns have been raised.

This Policy works alongside our Gym Rules, Harassment Policy and our Terms and Conditions.

This Policy is not contractual, and we may amend it from time to time.