



INCLUSIVE SCHOOLS: INSTLLATION OF GENDER NEUTRAL BATHROOMS

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EXECUTIVE SUMMARY

The following document proposes an additional 12 gender neutral bathrooms (2 additional bathrooms across the 6 Haileybury campuses). The proposal ensures there is a gender-neutral bathroom in senior school, middle school and junior school at all campuses. This is to ensure the school is raising inclusiveness at all stages of the children's development. The predicted cost of the project is expected to be approximately \$249,000 to build a total of 12 additional toilets spread across the 6 campuses. The project is set to begin as soon as possible.

Key Objectives

- Create an inclusive space for all year levels at Haileybury at all campuses.
- Provide a gender-neutral bathroom at all stages of the school (junior, middle, and senior)
- Increase queer visibility/awareness within the school

SCOPE

The proposal aims to make all students feel more inclusive within the school for all year levels and genders. Haileybury College has 1 gendered-neutral bathroom at every campus. The campuses are large in comparison to other schools and houses 5000 students across all campuses. With an increase in non-gendered specific students at the school in the past 3 year (10) across year levels 1-12 it is important to provide at least 1 gender-neutral bathrooms across junior school, middle school, and senior school to increase accessibility and inclusiveness.

BACKGROUND RESEARCH

The following research supports the project proposal:

-Students indicated gaps in service provision and failures to support them in their attempts to access, or create opportunities to access, information regarding sexual and mental health and improve inclusion.

-They also indicated the importance of queer visibility and its impact in creating a positive experience for LGBTIQ+ members of a campus community.

-Adult support and gay-straight alliances (GSAs) were important contributors to a welcoming environment and fostered advocacy efforts for gender-neutral bathrooms.

-We encourage purposeful inclusivity of youths' voices when enacting bathroom-specific policies and legislation that directly influence their health and well-being.

- Norm-critical approach to deconstructing gender norms is proposed, thus fostering positive attitudes to gender queerness. It is therefore demonstrated how best to foster enabling social contexts for gender queerness, with positive implications for the physical and social health and wellbeing of gender variant people.

- Children's gendered identities are developed through child-child and child-adult interactions. To expand children's development and understanding of gender we must increase this interaction through 'seeing' and 'doing'.

PROPOSAL

The proposal focus is:

- Providing 3 gender neutral bathrooms at each campus (6 campuses in total)
- one for junior school, one for middle school and one for senior school.
- Providing there already exists 1 gendered neutral bathroom per campuses (6 already existing) an additional 12 bathrooms will be required to be installed (an additional 2 per campus).
- The bathrooms will be accessible to all students regardless of gender.
- Bathroom's locations will increase accessibility to bathroom for all students.
- Reduce travel time for students to use the only gender neutral bathroom.
- Creating sense of safety and inclusiveness using a bathroom within your age group.
- Bathrooms are not placed away from existing school facilities to reduce feelings of isolation.
- Bath rooms will be a stand-alone door that open directly into a bathroom with sanitation in, standardized toilet, sink, mirror, handwash and hand dryer.
- The door will state "bathroom".
- The project is set to begin immediately and set to be completed at the latest, December 2022.

COSTS

Project costs will vary dependent on contractors' quotes, current facility infrastructure and quality of materials.

The following includes the projected costs for the project:

According to an article on domain.com.au titled "Budget, Mid-Range or Luxury: How Much Does a Bathroom Renovation Really Cost?", a full renovation for a small bathroom could cost between \$20,000 - \$27,000.

For a basic, small sized bathroom our cost would be approximately \$20,750, broken down as below:

ITEM	COST (AUD)
Bathroom demolition	2,000
Walls	4,000
Water proofing	750
Tiling	4,000
Plumbing	3,000
Electricals (lights, Fans)	2,000
Material costs/fittings	5,000
Total	20,750

Total Project Costs

Items	Cost (AUD)
Cost of a bathroom	20,750
Bathrooms required	12
Total Cost	249,000

The total project costs are expected to be approximately \$249,000 to build a total of 12 additional toilets spread across the 6 campuses.

RISK ANALYSIS

The following are possible risks associated with the proposal:

- The school may not have any locations that would be capable of housing additional gender-neutral bathrooms based on piping.
- Students may use the single bathroom inappropriately as no other students can enter.
- Additional costs could be required for additional plumbing.
- The amount of time required to build and install additional bathrooms across all the schools will be dependent on available funds and other school priorities.

REFERENCES

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