
TRANS AND NON-BINARY PARTICIPATION IN SPORT GUIDANCE

Preamble

The sporting community of Team Christ Church, as part of Christ Church Students' Union, is committed to ensuring that there is open access to everyone who wishes to participate in sports and that they are treated fairly within any sport they choose to participate in. We are also committed to confronting and eliminating discrimination by reason of any protected characteristic including age, disability, race, gender identity, marriage or civil partnership, pregnancy and maternity, religion and belief, sex, or sexual orientation.

Christ Church Students' Union's position is that sport is for all, and we actively work to make our sports clubs accessible and inclusive. We will also champion inclusivity at a national level, supporting BUCS' work to lobby National Governing Bodies (NGBs) to develop clear policies around trans and non-binary people participating in sports.

Guidance for Clubs

The below section is reproduced from the LGBTQ+ charity Stonewall's [Rainbow Laces Sports Toolkit](#), which is worth reading in full as guidance on making your sport inclusive of all LGBTQ+ people. We also require that all committee members complete the Union's Trans and Non-Binary Training introduced in February 2021, and incorporated as part of introductory training for all clubs and societies for the 2021/22 academic year.

Including trans people in sport is not something to be afraid of and trans people should be supported to take part and get the same benefits as everyone else.

In most situations, someone being trans won't mean anything needs to change at all. The goal should be a positive experience for everyone at your club or session so be clear on what you are doing to support trans inclusion from the outset.

The idea that you need to ask people to prove their gender when they join or start an activity is unnecessary, as well as off-putting for lots of trans people.

It is only in **gender-affected competitive activities** where some people's trans status may affect their inclusion. These are 'competitive activities where the physical strength, stamina, or physique of average persons of one sex would put them at a disadvantage compared to average persons of the other sex.' (The Gender Recognition Act 2004).

If someone decides to tell you they are trans it should be treated as **personal sensitive information**. You should:

- Check what the policy of your governing body says about trans participation and follow what is outlined for adults. If your governing body does not have its own guidance available then recommendations are available from the [UK's Sports Council Equality Group](#).
- Talk this guidance through with the individual involved, listen to their needs and discuss how you can support them to participate at the club.
- Allow the individual to use the changing room and toilet consistent with their gender identity, and if possible, provide a gender neutral or private cubicle
to <https://docs.google.com/presentation/d/1r5gR8aNNMyFgTIsAdHQ-7ajG7ws6cvMC2pLVtx4u-c0/edit#slide=id.p1> use if that's what they prefer.
- Check and agree with the individual how to communicate their preferred name and pronouns to others at your club. Even if not everyone gets it right straight away, it makes a big difference to that person and how comfortable they feel.
- When appropriate and with an individual's permission, check-in with other club members or staff to keep them informed of any changes that they need to be aware of.
- At a leisure centre, be clear on agreed arrangements with the facility managers and brief any relevant staff members.
- If someone identifies as non-binary (they do not identify as male or female), support and encourage them to stay involved at the club in a way that is comfortable for them. They can take part in men's or women's competitions based on their physiology.

Inclusivity Tips

- Support someone's needs as they communicate them rather than the other way round. Treat them with respect and not as a problem to solve.
- Where there are restrictions on someone competing, they can still enjoy taking part in training and informal matches. Do your best to accommodate someone and make them feel welcome.
- Use gender neutral language as much as possible, especially when a non-binary person is taking part. Examples include encouraging your team by shouting 'Go *team name*' rather than 'Go girls/boys' and using the gender neutral pronoun 'they' in place of 'he/she'.
- Offer mixed gender sessions if you can. It's a good way to include those who feel uncomfortable in a single sex environment and challenge wider stereotypes and assumptions about gender.
- Learn more about the issues: there are plenty of organisations and resources that can help you to find out more about being trans and how to be trans-inclusive. Examples include the charities [Not A Phase](#), [Gendered Intelligence](#) and [Mermaids](#). Further links are available at the end of this document.

Christ Church Students' Union's Opportunities Team can offer support and guidance in confidence if you are not sure how to interpret your NGB's policy, or if you want to make your club more inclusive but don't know how. Contact the Opportunities & Events Manager (ryan.penny@ccsu.co.uk) or the [President \(Engagement & Sports\)](#) to find out more.

NGB Guidance

By creating this hub of NGB Transgender Policies, we want our current members to further their understanding of the rules and regulations on individuals who identify as trans or non-binary participating in sport. By more people becoming aware of these rules and regulations, the conversation is made easier and we hope that everyone, no matter their gender identity, feels that

they can partake in an activity that they're passionate about in a safe and welcoming environment for all.

List of Transgender Policies

The list is restricted to the sports and activities that the Students' Union currently offers, that UK Sport and Sport England identify as a sport.

[Athletics](#)

[Badminton](#)

[Basketball](#)

[Clay Pigeon Shooting](#) and please see the specific Transgender Policy ruling [here](#)

[Climbing](#)

[Cricket](#) and please see the FAQ's for ECB Policy on Trans People playing cricket [here](#)

[Equestrian](#)

[Football](#)

[Futsal](#)

[Hockey](#)

[Jiu Jitsu](#)

[Kayaking](#)

[Lacrosse](#)

[Netball](#)

[Pole Fitness](#)

[Rugby](#)

[Snowsports](#)

[Swimming & Water Polo](#)

[Tennis](#)

[Trampolining](#)

The following NGBs or sports do not currently have a Transgender Policy in place (as of July 2021):

Sports	Email Sent	Email Reply
American Football	Email sent to BAFA asking for a statement or policy on 04/06/2020 . AD - emailed 18/2/21 - bucs@britishamericanfootball.org	
Boxing	Email sent to GB Boxing asking for a statement or policy on 04/06/2020 . AD - emailed 18/2/21 enquiries@englandboxing.org	They have forwarded email to National Compliance Manager -not yet ready for publication
Cheerleading	Email sent to UK Cheer Association asking for a statement or policy on 04/06/2020 AD - emailed 18/2/21 admin@ukca.org.uk	

Volleyball	Email sent to Volleyball England asking for a statement or policy on 04/06/2020 AD emailed - 18/2/21 for update. info@volleyballengland.org	Reply received on the 05/06/2020 from the Project Delivery Team Officer stating the following: <i>“We are currently in the process of writing a transgender policy. At the moment this is still in draft form so I would not be in a position to be able to share this with you. Having discussed this with other members of the Volleyball England team, we currently allow athletes to compete as they identify.”</i>
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We call upon BUCS and the UK University sporting community to lobby more NGBs and Sport England to release guidelines and statements such as a Transgender Policy in every sport, so that EVERYONE feels confident enough to take part in sport and be a part of a community, without feeling discriminated against.

If you would like to read more and further your understanding please find the links for more resources below:

- [BUCS Transgender Policy](#)
- [Stonewall Sports Toolkit](#)
- [NUS - Out in Sport](#)
- [Equality Act 2010](#)