



## Policy for the participation of trans people in gymnastics competition

### Approval

Approved by	Owner	Dept	Date
<b>Standards Committee</b>	Lucy Smith	Integrity & Compliance	17 <sup>th</sup> May 2018
<b>Board</b>	Michelle Fulford	Executive	5 <sup>th</sup> Dec 2017

### Document History

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## 1. BACKGROUND

- 1.1 Trans (or transgender) is an umbrella term for a diverse group of people who may often experience inequality and is usually used to describe people whose gender identity does not correspond with the sex assigned to them at birth.
- 1.2 Trans people include:
- those who were assigned male at birth whose gender is female (trans women)
  - those who were assigned female at birth whose gender is male (trans men)
  - those who do not identify as 'male' or 'female' (non-binary people).
- 1.3 The Gender Identity Research & Education Society (GIRES) estimates that about 1% of the British population are gender non-conforming to some degree. Research conducted in New Zealand based on over 8000 high school aged children reported 1.2% being trans and 2.5% reported being uncertain about their gender identity. Children sometimes know from a very young age and change their gender role sometimes before starting or during their early years in school. Others may only become fully aware when puberty starts. In some cases, such feelings may be repressed for many years.
- 1.4 Some trans people experience significant discomfort with the physical characteristics of their body which is known as gender dysphoria. Medical intervention such as hormone treatment or surgery is sometimes given to people who are diagnosed with gender dysphoria. Surgery is not available in the UK before the age of 18 but some trans children are given medication to suspend their puberty.
- 1.5 There are various pieces of legislation that provide protection for trans people who can face significant prejudice, bullying and exclusion in their everyday lives.
- 1.6 The Equality Act 2010 includes gender reassignment as one of nine protected characteristics. Gender reassignment is when a person takes steps to alter the outward expression of their gender so that it better aligns with their sense of who they are. The process of gender reassignment is a social process known as transitioning. This may involve changes to name, title and appearance and in some cases medical treatment. The Act does not require a person to be under medical supervision to be protected.
- 1.7 The Act provides protection for transsexual people who are defined as people who are proposing to undergo, are undergoing or have undergone the process of changing their sex. It does not generally

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protect trans people who identify as non-binary (do not identify as either male or female) or people who cross-dress on an occasional basis. For that reason, the House of Commons Women and Equalities Committee (2016) in their report on transgender equality recommend that the protected characteristic of gender reassignment should be changed to that of gender identity and that some of the terminology e.g. transsexual is updated.

- 1.8 The current provisions of the Act make it unlawful to discriminate against or harass someone because they are, are perceived to be, or are associated with someone who is transsexual. The Act protects against victimisation as a direct result of someone making or believed to be contemplating making a legitimate complaint related to these provisions, irrespective of whether the complainant is themselves the victim.
- 1.9 Confidentiality  
Data protection law provides a general right to privacy. Where a trans person has not made it public that they are trans or have a trans history, this information must not be disclosed without their explicit consent.
- 1.10 The Gender Recognition Act 2004 (GRA) allows transsexual people able to satisfy the GRA evidence requirements to seek full legal recognition of their acquired gender. Successful applicants will receive a Gender Recognition Certificate (GRC) and will, from the date of full recognition, acquire all the rights and responsibilities appropriate to a person of his or her acquired gender. This enables the person to obtain a new birth certificate which does not disclose the changed gender. The GRA makes it a criminal offence to disclose the trans status of anyone with a GRC without their agreement.
- 1.11 Sport  
The Equality Act 2010 makes specific provision for sports organisations to place restrictions in respect of trans people taking part in competitions involving a gender-affected sport. A sport is a gender-affected sport if the physical strength, stamina or physique of average persons of one gender would put them at a disadvantage to average persons of the other gender as competitors in events involving the sport.
- 1.12 The Act states that when determining whether children's sport is gender affected, the age and stage of development of children who are likely to be competitors needs to be considered. The exclusion of trans people in gender segregated sport is only justifiable if it is necessary to secure fair competition, or, in the case of contact sports, the safety of competitors.
- 1.13 It is generally accepted that prior to puberty (when male and female testosterone levels are similar) there is little physical difference between the sexes. However, after the onset of puberty, the average male is likely to have an advantage over the average female that raise questions of fairness and safety (in respect of contact sports) in relation to the participation of trans athletes in line with their gender identity.
- 1.14 In 2013, the UK Home Country Sports Council Equality Group published a policy framework for both contact sports and non-contact sports such as gymnastics, to support the development of legally compliant policy in respect of domestic level competitions. Although the Home Country Sports Council Equality Group framework is currently under review, it remains the main source of guidance for domestic competition aimed at children under 16 years old.

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- 1.15 The current position in respect of U16 trans girls is that they should be able to compete in their affirmed gender in any female or mixed-sex domestic competitions subject to an individual case-by-case review, if required, undertaken by the NGB or can compete as a male if they have not commenced medical treatment. Trans girls who are pre-puberty may compete in their affirmed gender in any female or mixed-sex domestic competition subject to confirmation of the stage of pubertal development.
- 1.16 The International Olympic Committee (IOC) updated their guidance in November 2015, which is now a key source of reference for sport governing body policy in the UK. The IOC states that anyone who transitions from female to male is eligible to compete in the male category without restriction.
- 1.17 The IOC guidelines state that a people who transitions from male to female are eligible to compete in the female category under the following conditions:
- 1.17.1 The athlete has declared that her gender identity is female. The declaration cannot be changed, for sporting purposes, for a minimum of four years.
  - 1.17.2 The athlete must demonstrate that her total testosterone level in serum has been below 10 nmol/L for at least 12 months prior to her first competition (with the requirement for any longer period to be based on a confidential case-by-case evaluation, considering whether or not 12 months is a sufficient length of time to minimize any advantage in women's competition).
  - 1.17.3 The athlete's total testosterone level in serum must remain below 10 nmol/L throughout the period of desired eligibility to compete in the female category.
- Compliance with these conditions may be monitored by testing. In the event of non-compliance, the athlete's eligibility for female competition will be suspended for 12 months.
- 1.18 At present, the International Gymnastics Federation (FIG) does not have any rules in place in respect of the participation in FIG regulated competition by trans gymnasts.

## **2 PURPOSE**

- 2.1 The purpose of the policy is to ensure insofar as possible that trans participants are not excluded from the opportunity to participate in gymnastics competition.
- 2.2 The policy aims to support trans inclusion without compromising the overriding objective to provide fair competition and will limit restrictions on participation to those that can be objectively justified as being necessary and proportionate to the achievement of this objective.
- 2.3 The policy does not intend to duplicate the protections afforded to people with the protected characteristic of gender reassignment outlined in the British Gymnastics Equality Policy 2016. However, it aims to ensure all trans people, including those who are not fully protected by the provisions of the Equality Act 2010 can participate in gymnastics in a welcoming and inclusive environment without experiencing discrimination because of their trans status.

### SCOPE

- 3.1 The policy sets out the circumstances in which trans people can participate in gymnastics domestic competitions. This policy applies to the following:
- 3.1.1 Any domestic competitions run by or on behalf of British Gymnastics.
  - 3.1.2 Any domestic competitions run by a home country affiliated organisation, unless the home country organisation has their own policy in place.
  - 3.1.3 Any local or regional competitions run by a BG registered club or regional affiliated organisation.
- 3.2 It does not apply to any competition that is run under the jurisdiction of an international body or another organisation that is not affiliated to British Gymnastics. Eligibility for participation by trans gymnasts in international competition is governed by all applicable policies and criteria required by the International Gymnastics Federation (FIG), International Olympic Committee (IOC) and British Olympic Association (BOA).

### 4 POLICY STATEMENTS

- 4.1 British Gymnastics celebrates and values the diversity of the gymnastics community and believes that the gymnastics community should provide a safe, supportive and welcoming environment for trans people.
- 4.2 British Gymnastics aims to ensure that all trans people can take part in the sport without fear of discrimination or bullying. This includes trans people who are not currently afforded protection under the Equality Act 2010.
- 4.3 British Gymnastics considers that any transphobic abuse, harassment or bullying is unacceptable and will ensure that any inappropriate behaviour and language is challenged and where appropriate that disciplinary action is taken in accordance with the appropriate disciplinary policy.
- 4.4 British Gymnastics believes that trans gymnasts should not be restricted from taking part in gymnastics competition in their affirmed gender unless it is strictly necessary to uphold fair or safe competition.
- 4.5 In accordance with the British Gymnastics Equality Policy, British Gymnastics will ensure that all trans people are supported to participate in any British Gymnastics programmes, training and events.
- 4.6 British Gymnastics requires all registered clubs and affiliated organisations to take steps to ensure the services that they provide are fully accessible to trans participants. British Gymnastics will be proactive in providing support to registered clubs and affiliated organisations to enable them to support trans people who are or wish to take part in the sport. Guidance on the inclusion of trans people in all forms of gymnastics activity is included in Appendix 1.
- 4.7 British Gymnastics recognises that it is an individual's right to choose whether they wish to be open about their gender identity. British Gymnastics will provide a supportive environment for anyone

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who discloses their trans status or feels able to be open about their trans status within the wider gymnastics community.

- 4.8 Where a person's trans status is disclosed on a confidential basis, British Gymnastics will maintain confidentiality about their trans status and will not disclose this information without the explicit consent of the individual.
- 4.9 Any BG member, employee or volunteer who identifies an individual as trans without their permission may be committing a criminal offence and will be dealt with in accordance with the relevant disciplinary procedure.

### 5 DEFINITIONS

- 5.1 **Affirmed/acquired gender** - describes the gender that the person has transitioned/is transitioning to as opposed to that which was assigned at birth.
- 5.2 **Assigned sex** - The sex (male or female) assigned at birth based on physical characteristics
- 5.3 **Domestic competition** – Competitions are domestic when they are run under the direct jurisdiction of British Gymnastics or a British Gymnastics registered clubs or affiliated organisations, irrespective of whether FIG rules are applied.
- 5.4 **Gender-affected sport** – Sports are gender-affected where the average woman will always be at a disadvantage when competing against the average man.
- 5.6 **Gender Dysphoria** - The NHS describes Gender dysphoria as a condition in which a person feels that there is a mismatch between their biological sex and their gender identity. Gender dysphoria is a recognised condition, for which treatment is sometimes appropriate. It is not a mental illness. Some people with gender dysphoria have a strong and persistent desire to live according to their gender identity, rather than their biological sex and may undergo medical treatment so that their physical appearance is more consistent with their gender identity. On average, men are diagnosed with gender dysphoria five times more than women. While gender dysphoria is rare, the number of people being diagnosed is increasing due to growing public awareness about the condition. Signs can appear at a very young age e.g. a child refusing to wear typical clothes of their gender or taking part in non-typical games – this occasionally passes but often continues to adulthood. The onset of puberty may increase the risk of self-harm, addiction or suicide
- 5.7 **Gender identity** – The gender to which a person self identifies, or feels themselves to be.
- 5.8 **Gender Reassignment** - One of 9 protected characteristics defined in the Equality Act 2010 and is the process of transitioning from one sex to another. This legislation (as well as the equality legislation in Northern Ireland) prohibits discrimination against a person who is proposing to undergo, is undergoing or has undergone a process, or part of a process, for the purpose of reassigning their sex.
- 5.9 **Gender Recognition** - Gender Recognition is a process which enables transsexual people to be legally recognised in their acquired gender. Under the provisions of the Gender Recognition Act 2004, a transsexual person may submit an application to the Gender Recognition Panel. Applicants must provide paper evidence to the Gender Recognition Panel indicating that they have already changed their name, title and gender role, on a continuous basis, for at least two years, and that they have the intention to live in the altered gender role for the rest of their lives. A medical opinion indicating

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that the applicant has experienced gender dysphoria is necessary, and some details regarding the nature and dates of treatment where this has been undertaken. However, no surgery is required.

- 5.10 Non-binary** - Someone who does not define themselves as male or female or moves between genders.
- 5.11 Trans** - Trans (or transgender) is an umbrella term to cover a diverse group of people whose sense of personal identity does not correspond with the gender assigned to them at birth. This includes people who identify as male but were assigned as female at birth and vice versa. It also includes people who do not identify closely with either gender (non-binary) or people with other experiences of gender that don't fit our cultural norms, for example, people who cross-dress or people who would describe themselves as gender fluid or genderqueer.
- 5.12 Trans Woman or girl** - A person assigned male at birth who identifies with the female gender, but has not necessarily transitioned.
- 5.13 Trans man or boy** - Someone designated as female at birth but identifies as male but has not transitioned.
- 5.14 Transition** - Many trans people change their gender presentation to bring it into alignment with their gender identity. This process is known as "transition".<sup>4</sup> Transitioning may involve various types of medical treatment, to bring a person's physical characteristics more into conformity with their gender identity and presentation.
- 5.15 Transphobia** - Discriminatory, abusive or negative language or behaviour directed towards a trans person, and may include refusal to provide access to services equal to non-trans people. It is as unacceptable as any other form of discrimination
- 5.16 Transsexual** - This term is used in the Equality Act 2010 to refer to someone with the protected characteristic of gender reassignment. The term transsexual man describes a female-to male transsexual person and transsexual woman to describe a male-to-female transsexual person. This is not the same as a crossdresser, or transvestite people, nor is it the same as sexual orientation.

## 6 ROLES & RESPONSIBILITIES

- 6.1 Compliance

This policy reflects the relevant provisions in the following key pieces of legislations and guidance:

  - 6.1.1 Equality Act 2010
  - 6.1.2 Gender Recognition Act 2014
  - 6.1.3 Home Country Sports Council Equality Group
  - 6.1.4 IOC Transgender Guidelines
- 6.2 Although the Board of British Gymnastics is ultimately responsible for ensuring this policy and related provisions in the BG Equality Policy 2016 are fulfilled, the specific responsibilities rest with the following individuals and groups within British Gymnastics:
  - 6.2.1 Directors and Heads of Department are responsible for the promotion of a positive and inclusive culture. This will include:

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- reviewing and amending policies, procedures and practices for which they are responsible to ensure they comply with the requirements of the legislation;
- actively ensuring equality of opportunity and fairness of treatment for trans staff people within their department/faculty; and
- ensuring that staff and volunteers are aware of their responsibilities under this Policy.

6.2.2 The Human Resources department is responsible for ensuring that British Gymnastics recruitment, selection and employment practices do not discriminate against trans applicants, employees or volunteers.

6.2.3 Safeguarding and Compliance Team is responsible for responding to any complaints or concerns relating to this policy and the wider provisions of the British Gymnastics Equality Policy 2016.

6.2.4 All BG staff members are responsible for:

- Challenging incidents of transphobia by other staff members, volunteers and service users;
- Being respectful and using the requested name, pronouns and title when communicating with a trans person;
- Not disclose any information about a trans person's gender history without their specific agreement.

6.2.5 The Equality and Diversity Steering Group is responsible for reviewing the implementation and effectiveness of the policy and procedures.

### **6.3 Monitoring**

This Policy will be regularly monitored to ensure it remains up-to-date. The following situations are likely to evoke a review of the policy:

6.3.1 As a result of any changes in the legislation or guidance set out in 6.1.

6.3.2 Following a procedural review as a result of a significant incident of transphobia in the sport.

### **6.4 Reporting & Communications**

The policy needs to be specifically communicated to the following individuals and groups:

6.4.1 Registered clubs and affiliated organisations

6.4.2 Technical committees including competition organisers

6.4.3 Judges

6.5 The responsibility for communicating and reporting on this policy rests with the relevant Heads of Department who are responsible for above groups.

## **7 PROCEDURE**

7.1 Anyone who joins British Gymnastics is not required to confirm their gender except if they wish to participate in competition.

7.2 Trans people can register with British Gymnastics in their affirmed gender and compete in domestic competition without restriction in the following circumstances:



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- 7.2.1 Anyone who has transitioned from female to male can compete in the male category
- 7.2.2 Any male to female trans participant under the age of 12 can compete in the female category.
- 7.3 Any male to female trans participant over the age of 12 can compete in the female category of a domestic competition subject to written confirmation from a relevant medical professional that the individual has not reached puberty or has commenced hormone treatment to suspend puberty.
- 7.4 Any male to female trans participant who is post-puberty can compete in a female category subject to verification of evidence provided by a relevant medical professional that they comply with the IOC guidelines (2015).
- 7.5 Any enquires relating to male to female trans gymnasts as outlined in 7.2 and 7.3 should be addressed to the British Gymnastics Integrity and Compliance Director or home country equivalent. Any information provided will not be recorded on the individual's membership record but held securely with protected access.
- 7.6 Any decisions in relating to male to female trans gymnasts as outlined in 7.2 and 7.3 will be taken by the Executive Director for Sport, Integrity and Compliance Director and/or home country equivalent in conjunction with the British Gymnastics Chief Medical Officer.
- 7.7 Non-binary gymnasts  
British Gymnastics does not currently provide competitions specifically for people whose gender identity is non-binary. Non-binary participants can compete in mixed-sex competition such as team gym. British Gymnastics aims to be inclusive of everyone and will take steps to support the fair participation of non-binary participants. Each individual's circumstances will be considered on a case-by-case basis and any enquires should be addressed as outlined in 7.5.
- 7.8 To ensure that male to female trans gymnasts are not identifiable, the rules for any domestic competition open to female gymnasts must permit any participants to wear gymnastics shorts or tights without deduction. No deductions are permitted where an item of clothing worn by a female to male trans athletes such as a chest binder is visible when worn with a leotard or unitard. Information about a participant's trans status will only be disclosed to competition organisers on a strict need to know basis if it is necessary to avoid a judging penalty. Any enquires relating to clothing should be addressed to the British Gymnastics Integrity and Compliance Director or home country equivalent.
- 7.9 Competition organisers should accept that an individual has been entered in the appropriate gender category and should accept all entries, subject to meeting any relevant entry criteria, unless they are certain that there has been an error. If there is a reason to believe that a gymnast has entered a competition without complying with the rules set out in this policy, the competition organiser should not restrict the individual from competing on the day unless the matter has been fully investigated in advance by British Gymnastics or the relevant Home Country Gymnastics Association and it has been concluded that the rules set out in this policy have been breached.
- 7.10 No trans people should be excluded from recreational competitions, festivals or events where the focus is on participation rather than performance

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- 7.11 Competition organisers must ensure that all participants are able to have access to changing rooms and toilets, according to the gender in which they present. It is not acceptable to restrict them to using disabled toilets or other unisex facilities unless this is specifically requested by the participant.
- 7.12 Any incidents of transphobic discrimination or bullying or any circumstances where a trans participant is identified without their permission should be reported to the Integrity and Compliance Director, or Home Country equivalent, who will ensure the matter is dealt with in accordance with the appropriate procedure.

### **8.0 INTERDEPENDENCIES/ RELATED POLICIES**

- 8.1 The following are the key policies that are directly relevant to the provisions contained in this policy:
- 8.1.1 Equality Policy
  - 8.1.2 Complaints and Disciplinary Procedure
  - 8.1.3 Safeguarding Policy
  - 8.1.4 Staff Handbook
  - 8.1.5 Data Protection Policy

### APPENDIX 1: GUIDANCE ON THE INCLUSION OF TRANS PEOPLE IN ALL FORMS OF GYMNASTICS ACTIVITY

The following guidance has been developed to support clubs to take action that will help to ensure the activities they provide are accessible to trans people.

#### **Supporting a new member**

You should be welcoming to anyone who wishes to take part in gymnastics and accept everyone in the gender in which they present without question. Remember that it is illegal to discriminate against anyone who has the protected characteristic of gender reassignment in relation to the provision of services and in employment. If you don't know if someone is trans, you should treat them accordingly based on the gender in which they present.

#### **Pronouns**

All your staff and volunteers need to understand the importance of using the correct pronouns when addressing someone who is trans. When we refer to someone, we often use male and female pronouns i.e. he/him and she/her. In the case of a trans person, you should always try to use the appropriate pronoun based on their self-identified gender. Some trans people e.g. those who are non-binary, may prefer to use gender-neutral pronouns such as they/their and ze/zir. If you are unsure, you should ask, what pronouns they use.

As well as focusing on the language used by staff and volunteers it is important to encourage other participants to use appropriate terms. Hearing others referring to them using the incorrect pronoun can be deeply upsetting and uncomfortable for a trans person.

#### **Disclosure of information**

An individual does not have to disclose to you that they are trans and should never be forced to do so. If they do choose to share this information with you and it is otherwise confidential, you must respect their privacy and not disclose this information without their explicit consent. If someone is new to the club and has already transitioned, they may never wish this information to be disclosed so it is vital that you respect their wishes. Remember that it is a criminal offence to disclose the trans status of anyone with a Gender Recognition Certificate without their agreement

If someone voluntarily discloses to you that they or their child is trans, you should ask if they have any questions or concerns. A trans person should not be restricted from taking part in club activities in their self-identified gender, however there may be restriction in taking part in competition if they are a male to female trans person. You should explain your club equality policy and if relevant the British Gymnastics policy for the participation of trans people in gymnastics competition.

You should agree with the individual what information is to be shared with others and, if necessary, how this should be shared.

#### **Criminal Record Checks**

Some trans people may be concerned at the prospect of completing a criminal record check. The Disclosure and Barring Service provides a confidential checking process for trans applicants who do not wish to reveal details of their previous name and gender to the person who has asked them to complete the DBS check. For more information, contact the Sensitive Applications team at [sensitive@db.sgsi.gov.uk](mailto:sensitive@db.sgsi.gov.uk). Access NI provides a similar service. For further information, contact the Operations Manager on their Helpline number 0300 200 7888. In Scotland, criminal records checks are accessed as part of the Protection of

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Vulnerable Groups (S) Act 2007. For further information please contact the Ethics, Welfare & Conduct team on [safeguarding@scottishgymnastics.org](mailto:safeguarding@scottishgymnastics.org)

### Collecting personal information at registration

British Gymnastics membership registration offers options for fields such as 'title' to include the option to select the gender-neutral title Mx, in addition to Mr, Mrs. You may wish to adapt your registration and application forms in a similar way. You could provide a blank space so the individual can enter their chosen title or, if they prefer, leave it blank.

In relation to gender, there may be no reason to collect this information for recreational participants if your sessions are mixed. Not requesting information on gender and offering mixed classes are small steps that can support inclusion. If you do not require gender but feel it would be helpful to know, you may prefer to allow people to leave this information blank or tick a 'prefer not to say'.

Gender is not a mandatory requirement to be a member of British Gymnastics. On joining or renewing membership, gender is a voluntary unless you wish to participate in competition. If trans members wish to provide this information, they can select the gender to which they most closely identify. There is also a 'prefer not to say' option.

Anyone who wishes to take part in competition must select a gender. Trans gymnasts under the age of 12 and trans males can compete without restriction in their self-identified gender. Once a trans female is over the age of 12, additional rules apply to ensure fair competition. Clubs should make trans girls aware of the policy prior to reaching the age of 12 so that appropriate steps can be taken to support the gymnast, and subject to complying with the British Gymnastics policy, enable them to continue to compete. Please refer to the policy for full details.

### Toilets & Changing Facilities

Although trans individuals should be able to use the facilities according to the gender in which they identify, some trans people may feel more comfortable using gender-neutral spaces.

While it is recognised that not every club has the option to provide different changing spaces, having some gender-neutral facilities and private cubicles is ideal. This helps accommodate people who are non-binary or genderfluid as well as people who may wish to have privacy, which may be for a variety of reasons. If you are moving or upgrading your facilities this would be a good opportunity to provide some inclusive facilities.

It is not appropriate to insist that a trans person only uses the toilets that are meant for disabled people, or unisex toilets, unless there are no other facilities available

The use of toilets and changing facilities often causes debate. If anyone raises concerns that a trans person is using the 'wrong' facilities, it is important to explain the provisions of Equality Act 2010 and your club policy and indicate that with limited exception (e.g. sports competition) the law requires that trans people are treated in the way that anyone else that shares the gender to which they identify. If an individual remains unhappy about a trans person using facilities appropriate to their gender identity, then they should make alternative arrangements. It is important to recognise that trans people may feel vulnerable themselves so inappropriate conduct from other staff, members and/or their parents or volunteers needs to be addressed to avoid any escalation.

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If you have someone new at the club who shares with you that they are trans, it may be helpful to ask them about whether they are happy to use the appropriate gender facilities or whether they would prefer an alternative arrangement. This may depend on whether the individual is a child or where they are in the process of transitioning and whether they have undergone any gender reassignment surgery.

When making any arrangements for the use of changing facilities, it is important to consider the wider safeguarding arrangements relating to children and ensure that adults are not getting changed at the same time in the same space as children.

### **Residential events**

It is important to consider the needs of any trans gymnasts when planning a residential event or trip. You should avoid making assumptions and should consult with the gymnast and where appropriate their parents in advance to discuss whether they have any concerns about the trip.

It is usual practice for gymnasts to share rooms. As far as possible, trans people should be able to sleep in a room appropriate to their gender identity. However, some trans people may not feel comfortable doing this and in such cases alternative sleeping arrangements should be considered for privacy reasons. It is important to consider the options in advance and find out if they would prefer a separate room if this option would be available.

If you are planning any additional activities on your trip, it is important this is discussed with the trans person so that any concerns or additional considerations can be addressed in advance.

Alternative arrangements for a trans gymnast should be provided where it is proportionate to do so and it supports the legitimate aim of inclusion. Where appropriate a risk assessment should be conducted particularly paying due regard to any safeguarding issues that could arise. Any assessment should be carried out in consultation with the gymnast and their parent (where appropriate) and any measures should be implemented in a discreet way that respects the trans gymnast's rights and dignity. British Gymnastics can provide further advice to clubs if required.

### **Supporting someone who transitions as an existing participant**

If someone at your club talks to you about their feelings about their gender identity, it is important to not look shocked and simply listen and reassure them. You should not try to tell them it is a phase. You should ask them how they feel at the club and whether they have been able to talk to their parents. How they proceed is up to the individual but you should continue to support them, particularly if they have not been able to tell anyone else at this point.

It can be a difficult time for a trans person who makes the decision to transition having previously been known to other participants in the opposite gender. Sometime it can be helpful to prepare a confidential memorandum of understanding that sets out how the trans person will be supported in their transition process. It should be a document that can evolve and be amended and may include areas such as:

- An agreed date of transition (change of gender role).
- Who needs to be informed and the arrangements for sharing this information.
- What they wish to be called (name and pronouns)
- How they will be supported on a personal level.
- Other steps that the club will take to support inclusion.
- Arrangement for changing and toilets.

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Some trans people may try out a new name before making a final decision. This should be supported by the club and explanations provided as agreed with the trans person. It is important for everyone to try and use the trans person's new name and appropriate pronouns as it may help them to feel confident in their gender identity.

### **Name changes**

Although some trans people choose to change their name by statutory declaration or deed poll (parental consent is required for anyone under 16) this should not be necessary for them to change the name they use at this club or for their British Gymnastics membership. A person wishing to change this information should be treated with respect like any other person updating their record. There is no requirement to have gender recognition certificate or any other legal documentation to do this. It is important to remember that it is a criminal offence to disclose someone's gender history if they do hold a gender recognition certificate.

Where a trans person is already a British Gymnastics member and wishes to change their gender details, by they can do this themselves by signing in to their British Gymnastics membership account. If a name change is required, the Customer Service can make the required change which they will do in a confidential and sensitive manner.

If an existing member transitions, they are also entitled to request replacement certificates for any British Gymnastics qualification that they hold in previous name and title.

British Gymnastics may need to retain some information relating to a person's trans status if they are a trans female and are participating in competitive gymnastics. Any information of this nature will remain confidential and limited only to those who need the information to comply with the British Gymnastics policy for the participation of trans people in gymnastics competition.

### **Transphobia, bullying and harassment**

Clubs should ensure that they have well-promoted anti-bullying policies that make it clear that transphobic bullying or harassment will not be tolerated.

It is important to recognise that some transphobic behaviours could be a precursor to hate crimes. If an incident occurs or crime is alleged and it is perceived that the perpetrator was motivated by a hostility or prejudice against a person who is or is believed to be trans, the perpetrator could be charged with a hate crime, which criminal justice agencies consider as a very serious offence.

Transphobia is the fear or dislike of someone who identifies as trans. Transphobic bullying involves saying cruel things to someone because they are or are thought to be trans or because they are associated with someone who is trans.

Examples of transphobic bullying include deliberately using the wrong pronouns, asking questions about things like their gender, body or medical treatment in an intrusive, inappropriate or repeated way of making offensive comments about them or someone they are close to who is trans.

A person harasses another if they engage in unwanted conduct related to gender reassignment, which has the purpose or effect of violating the other person's dignity or of creating an intimidating, hostile, degrading, humiliating or offensive environment.

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## **Policy for the participation of trans people in gymnastics competition**

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A lot of people put up with bullying or harassment, hoping that it will stop. In most cases, does not stop unless a person in authority intervenes and action is taken. Clubs need to make it clear that incidents of bullying or harassment are always unacceptable and staff and volunteers need to take responsibility for challenging this behaviour.

### **Dealing with concerns from other people**

If you have parents or other participants raising concerns connected to a trans person, you should point out your policy of inclusion and your legal responsibilities under the Equality Act 2010. You should provide training to all staff and volunteers to equip them to be able to respond to concerns. Confidential information about a trans person should never be shared. If any issue is raised that involves the personal circumstances of a particular gymnast, the club should respond that they are unable to comment on individual cases.

### **Being proactive**

It is important not to wait until someone who is trans approaches your club. There are many steps that clubs can take that would help to reassure a trans person (and their family) who may be thinking about participating in gymnastics that the club would provide an inclusive and supportive environment. Although the duty for public sector bodies to promote understanding, tackle prejudice and foster good relations may not apply to many clubs, the principles are a helpful guide. The following are examples of actions that you could take that will help promote awareness and support inclusion:

- Have an equality policy that highlights that gender re-assignment is one of nine protected characteristics under the Equality Act 2010.
- Ensure your anti-bullying policy prevents the bullying and/or harassment of trans people, acknowledging that not all people who may experience transphobic bullying are included within the protected characteristic of gender reassignment.
- Ensuring your policies are visible within the club e.g. on notice boards and on the club website and that all new members, employees and volunteers are provided with information about the policies and required to sign up to codes of conduct.
- Review whether it is necessary to divide club activities based on gender e.g. separate sessions for boys and girls or splitting groups based on gender as this can make it harder for some trans people to participate
- Avoid forcing people to wear specific training clothes based on gender. It is always a good idea to offer some gender-neutral club kit rather than forcing someone to train in clothing that makes them feel uncomfortable and does not match with their own sense of gender.
- Try to use gender neutral language terms. You may not always know that you have a trans person in your club so it can make a big difference to someone who is trans if you refer to groups of people as 'everyone' rather than girls or boys or other gendered terms such as 'lads' or 'ladies and gentleman'.
- Review your club registration forms and look at introducing options for trans people who may refer to themselves using that gender-neutral titles e.g. Mx.
- If you have your own premises, look at whether you can provide some gender-neutral facilities with provision for private changes spaces within. If this is not possible,
- Be welcoming to new members and be available to answer any questions that the member or their parent might wish to ask.
- Ensure club staff and volunteers have had equality and diversity training and specific awareness training and understand how to support trans people

### **Additional sources of information**

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## Policy for the participation of trans people in gymnastics competition

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**Allsorts:** Supports & empowers children & young people under 26 who are lesbian, gay, bisexual, trans or unsure (LGBTU) of their sexual orientation and/or gender identity.

[www.allsortsyouth.org.uk](http://www.allsortsyouth.org.uk)

**Gender Identity Research & Education Society (GIRES):** Aims to improve the lives of trans and gender non-conforming people of all ages, including those who are non-binary and non-gender. Provides a range of free e-learning course.

[www.gires.org.uk](http://www.gires.org.uk)

**Gendered Intelligence:** Aims to increase understandings of gender diversity, working with the trans community and those who impact on trans lives, particularly specialising in supporting young trans people under the age of 21.

<http://genderedintelligence.co.uk/>

**Mermaids:** Aims to raise awareness about gender nonconformity in children and young people amongst professionals and the general public.

[www.mermaids.org.uk](http://www.mermaids.org.uk)

**Stonewall:** Aims to support organisations to make a difference for LGBT people.

[www.stonewall.org.uk](http://www.stonewall.org.uk)

**LGBT Youth Scotland:** Aims is to play a leading role in the provision of quality youth work to LGBTI young people that promotes their health and wellbeing, and to be a valued and influential partner in LGBTI equality and human rights.

[info@lgbtyouth.org.uk](mailto:info@lgbtyouth.org.uk)