THE FOOTBALL ASSOCIATION

A GUIDE TO INCLUDING TRANS PEOPLE IN FOOTBALL

MARCH 2016

gendered intelligence

understanding gender diversity in creative ways

The FA

“It would be naïve not to have concerns. We have to recognise that there is prejudice when it comes to trans people.

“But usually this is due to lack of information and stereotypical assumptions. Therefore, we need to provide information and tackle these assumptions.

“Why? Because in every walk of life, with increased education comes increased understanding, tolerance and acceptance.”

Shan Jaehrig

Chair, Lincolnshire County Football Association Inclusion Advisory Group

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FOOTBALL IS FOR EVERYONE

Our national game welcomes everyone in the nation to take part. That can be as a player, coach, referee, official, volunteer or spectator.

Age, religion, race, gender, ability/disability or sexual orientation – it really doesn't matter.

Of course, in some cases it can be difficult to know exactly how to ensure specific communities are encouraged to participate.

One such group is trans people – people who feel the sex or gender they were assigned at birth does not match their self-identified gender.

If you work or volunteer for a club or league, this guide is intended to help you ensure trans people are welcomed and integrated into the game, enjoying all the positive benefits football offers.

Trans people – just like every community – can bring significant benefits and expertise to your club or league. And the good news is it costs little or nothing to ensure trans people currently outside the game are welcomed into it – and those already in the game are encouraged to develop their football interest and skills.

Like everyone else, trans people also provide a potential talent pool for:

- players;
- other participants (coaches, managers, match officials, administrators etc.);
- fans and supporters;
- volunteers.

This guide shows how to engage trans people appropriately and help you access this talent pool. Understandably, it covers the basics, so if you need further advice, there are links to more information and contacts at the end of the guide.

In all your work, please be assured you have the full support of The Football Association as we all strive to ensure the game is as inclusive as possible.

Martin Glenn,
Chief Executive Officer, The Football Association

This guidance will use a number of terms with which you may not be familiar, so a glossary is included on page 41. Any word highlighted in **purple** is explained further in the glossary.

JENNY

...a trans woman in her 40s.

"For me, football has always been part of my life. I come from a sports mad family and we always achieved to a high level. As a kid, I was aware I was trans from a very young age – four or five. On the first day at primary school I was separated from my best friend who was a girl – she was sent to the girls' playground and I was sent to the boys' where I started playing football. I soon found that if you're good at football, people like you – it makes you popular. I developed a love of the game and I was good at it.

"I played for the primary school select team and for the local town, then at secondary school we started winning lots of trophies. Then scouts came along and I played at county level and various professional clubs became interested. But when you hit teenage years as a trans kid, life can get complicated. I began to think I didn't really want to play football because I didn't want to be famous. In the '80s all the media stories about trans people were negative and ruined people's lives.

"I soon found that if you're good at football, people like you – it makes you popular. I developed a love of the game and I was good at it"

"There were professional clubs wanting me to sign contracts and I got asked to Old Trafford for trials, but at age 16 I said I didn't want to play anymore. My brother, who had always supported and guided my footballing career, went ballistic – he thought I was crazy to pass up the opportunity to try out at Old Trafford. Then I got injured and it was a handy excuse to give up. I fell away from football and went to university, then started work.

"In my 20s, when I came out as trans, my brother finally understood. When I transitioned, a lot of my friends were football-related and they struggled to understand me. Being interested in football challenged their idea of what a trans person was...

"I regularly enjoyed watching football with friends and family. Once, after I had transitioned and was living as a woman, I commented as usual on the match we had all just watched, and another member of the group said 'You lost the right to have an opinion the moment you put on a skirt'.

"I avoided football post-transition for three or four years, then I went for a 5-a-side kick about and got involved again. Again people noticed I could play. On the back of the 5-a-side I was invited to join the women's university team. I trained with them, but made excuses not to play. Once again, I was scouted by major clubs – women's this time. Again, I declined. I'm not open about my gender history and I didn't want to be well-known and open to negative media coverage.

"I feel sad about that. I had opportunities in my life where I could have gone on and really done something – I feel there's been unfulfilled potential in my football life (both pre- and post-transition) due to being a trans person and I feel that's a bit of a shame."

The framework for inclusion

- To emphasise its commitment to inclusion, The FA has a published policy on trans people in football[1].
- **Football is for everyone** is a core FA ethos. This ethos is embedded in English Football's Inclusion and Anti-discrimination Action Plan[2], which states:
  "*English football wants everyone to have the chance to be actively involved. There should be no barriers to involvement or development and football should always operate in a safe, fun and friendly environment.*"
- The Voluntary Code of Good Governance for the Sport and Recreation Sector[3] also states that all sporting organisations should have values of inclusivity and diversity and promote equality and diversity.

1 The Policy and FAQs can be downloaded from:
www.thefa.com/football-rules-governance/equality/lgbt-football

2 The Plan can be downloaded via:
www.thefa.com/news/governance/equality/2015/jan/inclusion-anti-discrimination-plan-launched

3 The Sport and Recreation Alliance
www.sportandrecreation.org.uk/programmes-initiatives/boardroom/voluntary-code

1 STARTING QUESTIONS

Who are trans people?

A **trans** person is someone who feels that the **sex** or **gender** they were **assigned at birth** does not match their **self-identified gender**.

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**).

It can also include people who may dress some or all of the time in the clothes commonly associated with the 'opposite' gender (**cross-dressers**), as well as people who may be questioning their gender identity.

Some trans people choose to **transition**. This means taking steps to move away from the gender they have been assigned towards the gender with which they self-identify. This can include making visible changes to their outward presentation.

Some trans people change their name, title (Mr, Ms etc), pronoun (he, she, they etc), clothes, hair style, speech and body language. Some trans people undergo medical intervention such as taking hormones and/or having surgery. Trans people may use some or all of these things in combination. Each person's transition is unique to them.

Being trans is not a mental illness – it is simply part of the diversity of human experience. However, trans people can feel an enormous social pressure to behave in a way that they do not wish to, and this can cause discomfort and distress. If a person doesn't feel they can be open about their gender – or is made fun of or excluded as a result of sharing their trans identity or feelings, – they may experience mental distress.

Best estimates suggest that around 1% of the population falls under the trans umbrella. With around 8.2 million people playing regular football in England that means around 82,000 people currently involved in football could be trans.

What is accepted language and terminology?

Using the right words when engaging trans people is important, but don't let fear of saying the wrong thing stop you from engaging with trans people.

What words do I use?

As a group of people, the terms '**trans**' and '**transgender**' are currently widely-accepted terms and are the safest terms to use in general documents like posters and policies.

There is no one way to describe any individual trans person – different people prefer different terms to reflect the diversity of individual lives.

"Football is such a beautiful sport and should be open to everyone. I am not a man nor a woman – I am a soccer player. I'm proud to be transgender. It's time for transgender women to play a part in the world."

Jaiyah 'Johnny' Saelua of American Samoa, recognised by FIFA as the first transgender international footballer to play in the FIFA World Cup. She identifies herself as 'third gender'.

As well as trans or transgender, some people might describe themselves as **transsexual**, some as **non-binary,** others as **cross dressers**. Some people consider the fact they have transitioned to be a private part of their past and may simply refer to themselves as women or men, or sometimes as a '**woman with a trans history**' or a '**man with a trans history**'. These are just some of the many terms people use to describe themselves. Whatever term the individual prefers is the right term to use.

Language within trans communities is relatively new and is evolving rapidly as trans people develop new ways to refer to their lives and their experiences. So this can mean you may hear someone use terms you haven't heard before. If that's the case, usually the best thing to do is to ask the person using the words to tell you what they mean.

It's important to respect someone's self-identified gender when speaking about their transition. Phrases such as 'we have a boy who wants to be a girl at our club' or 'one of our players is a man who is turning into a woman' are clumsy. It is better to say 'we have a trans girl who is currently **transitioning**.'

How do I use gender neutral language?

When speaking to a group of people – whether there is a trans person present or not – instead of saying 'okay then lads' or 'gather round ladies', you could say 'okay then everyone – gather round.' It can make an enormous difference to trans people's experiences.

It's also good practice to avoid unnecessary gender-based practices. For example, if you have a mixed youth team, there's no need to say 'all the boys go and get a ball...' or 'boys on the left and girls on the right...' There are plenty of other ways to divide a group up.

It's best to use gender neutral language with people you don't know. Don't assume you can always tell someone's gender by looking at them or hearing their voice. This is particularly important to remember on the phone – not everyone who sounds masculine is male and not everyone who sounds feminine is female.

Avoid gendered language such as 'he' or 'she' or 'Sir' or 'Madam', and more informal gendered terms such as 'mate' until/unless a person makes it clear how they identify their gender.

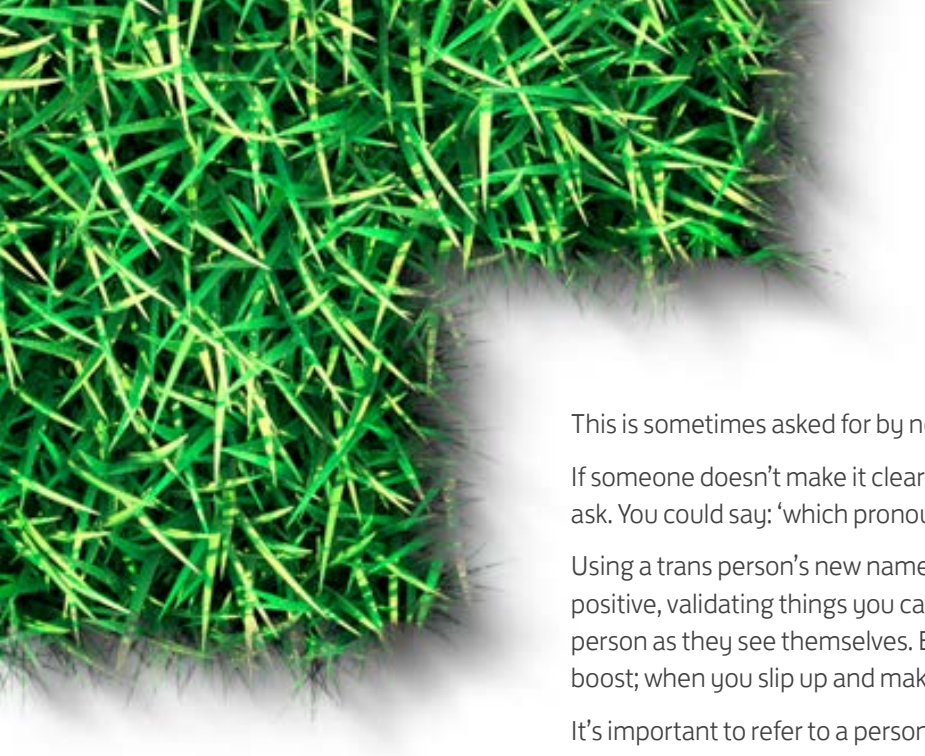
People may ask you to use gender neutral titles such as 'Mx' (pronounced 'Mix') which is used by the DVLA and UK Deed Poll Service, as well as banks, some councils and other businesses. Where possible, it is good practice to ensure your club or league database and other data collection systems allow for gender neutral titles – as well as for no title.

Pronouns

When we refer to a person we use **pronouns**. Usually these are gender specific. For example, we say 'he' or 'she'. As part of a trans person's transition they may request a change of pronoun.

It's best to take each individual person's lead regarding preferred names, pronouns and title. If someone makes it clear how they would like to be addressed, then respect those preferences.

Along with the standard pronouns 'he' and 'she', you may come across people who prefer 'they' as this is a gender neutral pronoun.



"The single most important thing a club could do is ask me how I'd like to be referred to."

Sam, non-binary person

This is sometimes asked for by non-binary people.

If someone doesn't make it clear what pronoun they use it's okay to ask. You could say: 'which pronoun would you like me to use?'

Using a trans person's new name and pronoun is one of the most positive, validating things you can do. It shows that you see the trans person as they see themselves. Every time you get it right it is a real boost; when you slip up and make a mistake, it can be hurtful.

It's important to refer to a person using their preferred pronouns, whether or not the person is present. For example, if the coach and the manager are discussing a player who is a trans woman, they should refer to her with her female name with female pronouns - 'she' and 'her'. If one of them makes a mistake, it's okay for someone else to correct them, not just let it go. If everyone helps one another to remember the quicker the new habit will form.

If you make a mistake with pronouns, whether the trans person is present or not, acknowledge the error, apologise genuinely, and move on.

Key points

- You can't always tell someone's gender just by looking at them or hearing their voice. It's best to use gender-neutral language with / about people you don't know, so avoid terms like 'Sir' or 'Madam' or 'young lady' or 'mate'.
- As and when a person makes it clear how they identify their gender, then respect their preferences, whether you are talking with them or about them.
- If you're not sure how someone would like to be addressed or described, it's OK to ask.
- Strong reactions by a trans person in being misgendered often reflects the extent of their difficulties in being recognised for who they are – be generous and try not to be defensive.
- If someone you know transitions, it can take time to adapt your language – make every effort to get into the habit of the new form of address in the minimum time possible.
- If you make a mistake or use a term someone doesn't like, apologise, correct yourself and do your best to use their preferred terms in future.
- 'Trans' and 'transgender' are currently widely-accepted terms and are the safest terms to use in general documents like posters and policies.
- There is no single 'right' way to describe any individual trans person – whatever term that person prefers is the right term to use.
- If someone uses a term you aren't familiar with, just ask them to explain it.
- Avoid collective gendered language such as 'lads', 'ladies' etc.
- Avoid gender-based practices such as lining up boys on the left and girls on the right.
- Make sure your club or league database and other systems allow for gender neutral titles such as 'Mx' as well as for no title.

What does the Law say?

Current laws protect and support trans people in a number of ways.

There are two key laws that apply:

- **The Equality Act 2010** provides protection against discrimination and harassment for those with the **protected characteristic** of '**gender reassignment**';
- **The Gender Recognition Act 2004** enables a trans person to change their legal gender and birth certificate.

Equality Act 2010

The Equality Act 2010 broadly makes it unlawful to discriminate against or harass someone because of a protected characteristic.

Football clubs and leagues are bound by the Act, alongside all other employers and service providers. People of all ages are protected, regardless of whether they are children or adults.

There are nine protected characteristics[5] and one of them is 'gender reassignment'.

This is how the Act defines the protected characteristic of gender reassignment:

> *"A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex."*[6]

Gender reassignment is a social process rather than a medical one.[7] So a person does not have to have had any medical intervention in order to be protected under this characteristic.

The law provides protection both on and off the pitch and covers players, as well as other participants such as match officials, staff and supporters.[8]

Discrimination means treating someone unjustly or in a prejudiced way because of a protected characteristic.

Examples of discriminating against a trans person could include:

- Refusing to treat a person in their self-identified gender, such as not using their chosen name or preferred pronoun ;
- Refusing to update someone's gender details on your system;
- Refusing to let a trans woman play on the women's team (see also 'Trans people as players' on page 23);
- Refusing to let a trans man play on the men's team (see also 'Trans people as players' on page 23);
- Refusing access to the toilets of the trans person's self-identified gender.

5 The nine protected characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, and sexual orientation

6 Equality Act 2010, Section 7

7 Equality Act Explanatory Notes, Part 2: Equality: Key Concepts, Chapter 1: Protected characteristics; Section 7: Gender reassignment; 41-43

8 Employees are covered too, but employment situations are outside the scope of this guidance

Harassment is unwanted conduct which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.

Examples of harassing a trans person include:

- Transphobic comments or 'jokes', pointing and laughing at someone's appearance;
- Spreading gossip and rumours;
- Persistent inappropriate questioning, for example about anatomy;
- Social media trolling and other unwanted online behaviour;
- Isolation, exclusion and making a person feel emotionally or physically unsafe.

Gender Recognition Act 2004

The Gender Recognition Act 2004 (GRA) works to ensure that a trans person has a right to confidentiality over their trans status or gender history.

The GRA enables a person to change their gender legally by obtaining a Gender Recognition Certificate (GRC), which leads to the issue of a new birth certificate. This means that those with a GRC do not have to share their trans status or trans history with anyone if they do not wish to.

A person does not have to undergo any physical medical intervention to receive a GRC. However, they do have to be over 18 and fulfil the other requirements laid down in the Act, which includes providing medical letters and a declaration that their change of gender expression is permanent.

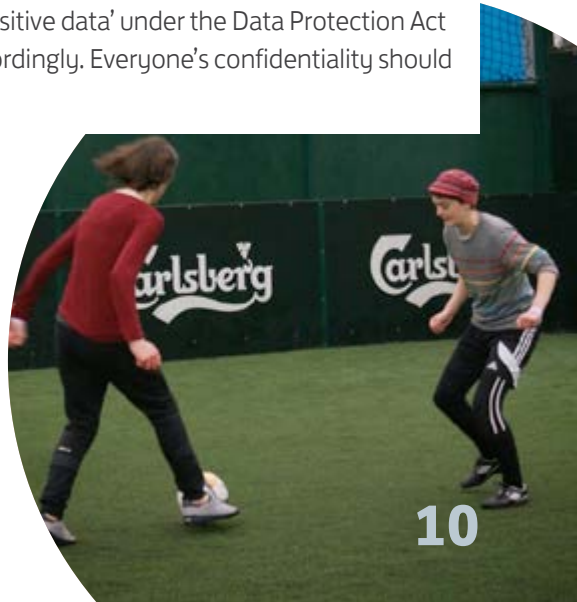
Once someone has a GRC, it is an offence in almost all circumstances to disclose their gender history to others without their consent, if you have obtained the information in an official capacity.[9] In football, those in an official capacity could include club or league officials such as the manager, coach or league organiser.

A person does not need a GRC to play football in an over-18 men's or women's team.

You may not ask to see someone's GRC. However, you don't need to see it – good practice is to treat a person without a GRC exactly the same as one with a GRC. Everyone's confidentiality should be respected.

A GRC does not make a trans person any more or less visible as a trans person, or any more or less vulnerable to discrimination.

Whether or not someone has a GRC, their trans status or trans history is considered 'sensitive data' under the Data Protection Act and must be treated accordingly. Everyone's confidentiality should be respected.



9 Gender Recognition Act 2004, Section 22

2 TACKLING DISCRIMINATION

Firstly, we need to understand what is considered discriminationg behaviour. So what are transphobia, homophobia, biphobia and sexism?

Transphobia is a term for the range of antagonistic/prejudicial attitudes that may be held and/or expressed towards trans people, including hatred, anger, fear, intolerance, resentment, disgust or discomfort.

Homophobia is a term for the range of antagonistic/prejudicial attitudes that may be held and/or expressed towards gay and lesbian people.

Biphobia is used as a term for the range of antagonistic/prejudicial attitudes that may be held and/or expressed towards bisexual people.

Sexism is a term for the range of antagonistic/prejudicial attitudes held and/or expressed towards people of a particular sex. It is most commonly associated with attitudes towards women, but men can also be the subject of sexism.

These attitudes may result in exclusion, derision, abuse, discrimination, harassment and sometimes violence.

Sometimes it is difficult to distinguish between transphobia, homophobia and sexism. However they are all based around **gender stereotyping**. Please see later in this section where we answer the question: 'How do I tackle gender stereotypes?'

As with all abuse, what is most relevant is how someone experiences it.

Transphobia, homophobia and sexism are all unacceptable behaviours.

At club level, there should be a zero tolerance approach. 'Banter' is a part of the football experience. But it is not banter to demean someone on the grounds of their sex, sexuality or gender identity.

PETE

...a 19-year-old trans man

"I've had a bit of abuse from the parents, but the kids are like 'Mum, just leave him alone, he's a decent guy' "

"I'm in my third year of college now. [When I was younger] I got physically harassed for being trans and trying to play football. I got beaten up by parents and actually got put in a coma by one dad on a football field, so I stopped playing football for six or seven years and went into the coaching side instead. It's got a lot better – I've had a bit of abuse from the parents, but the kids are like 'Mum, just leave him alone, he's a decent guy'. Recently I got back into playing as well, for an LGB&T [lesbian, gay, bisexual and transgender] football team."

MOHAMMED

Football Development Officer

"I wouldn't have any concerns personally with working/playing with trans people. The only concern I would have is how other people would react. I don't think anything horrible would be said or done, but it would just be the odd look or comment because many people aren't used to it and so find it quite out of the norm – maybe itcould come across as prejudice."

"I wouldn't have any concerns personally with working/playing with trans people. The only concern I would have is how other people would react"

How do I communicate zero tolerance?

Take opportunities to send key messages via your website, posters at your club, in your match day programme, and anywhere else where people will see it or might look for it.

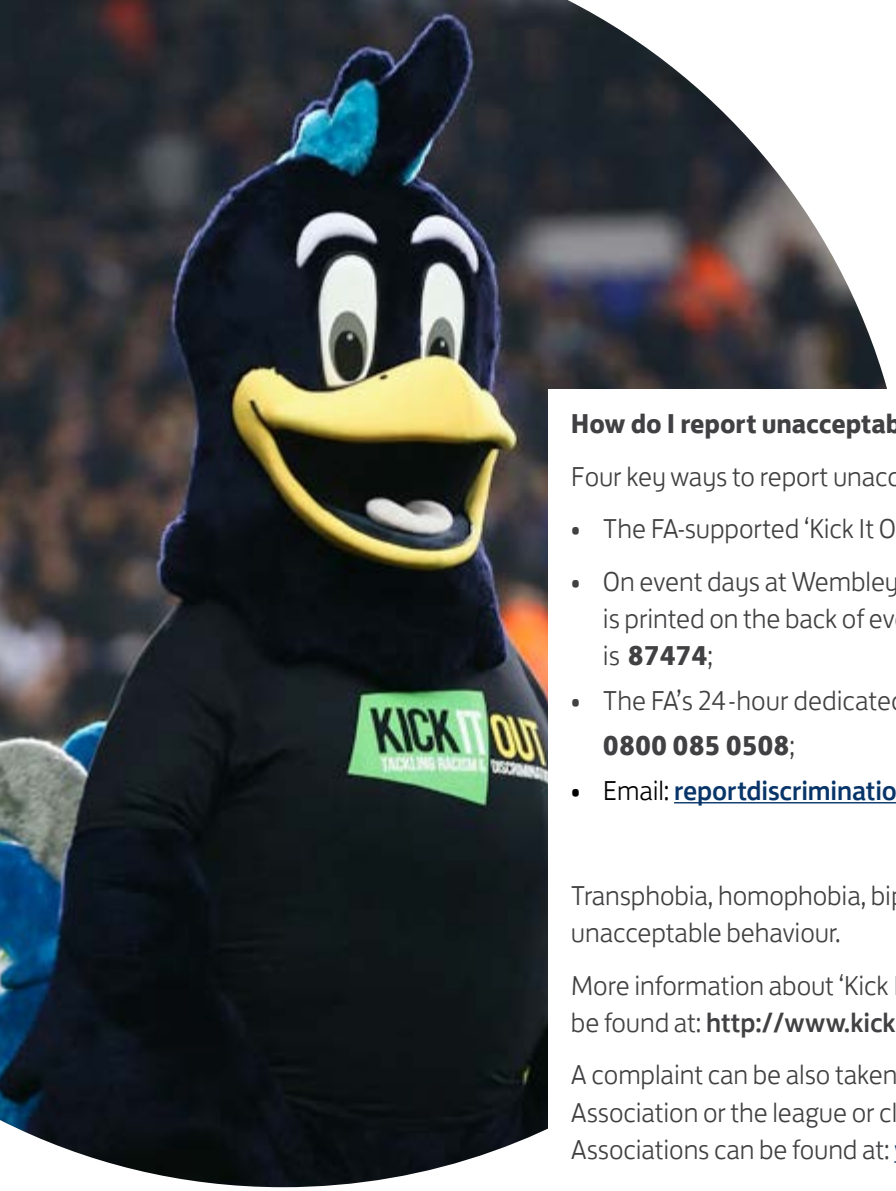
The standard Ground Regulations, which should be displayed at each football ground, list transphobia, homophobia and sexism as unacceptable behaviours.

If you have LGB&T supporters networks, or LGB&T inclusion initiatives, make sure they are fully trans inclusive, including in their names. If a name doesn't reflect the full spectrum of people the group is there for (even if the activities are inclusive) people will feel excluded.

AMY

Player/Volunteer

"Unless discriminatory attitudes and opinions are tackled, they become more entrenched. We should all challenge them if we want to make a positive difference"



How do I report unacceptable behaviour?

Four key ways to report unacceptable behaviour are via:

- The FA-supported 'Kick It Out' app;
- On event days at Wembley, the Anti-social Text Service number is printed on the back of every +Wembley ticket. The text number is **87474**;
- The FA's 24-hour dedicated aniti-discrimination reporting line: **0800 085 0508**;
- Email: reportdiscrimination@TheFA.com.

Transphobia, homophobia, biphobia and sexism are all categories of unacceptable behaviour.

More information about 'Kick It Out' and the downloadable app can be found at: **http://www.kickitout.org/**

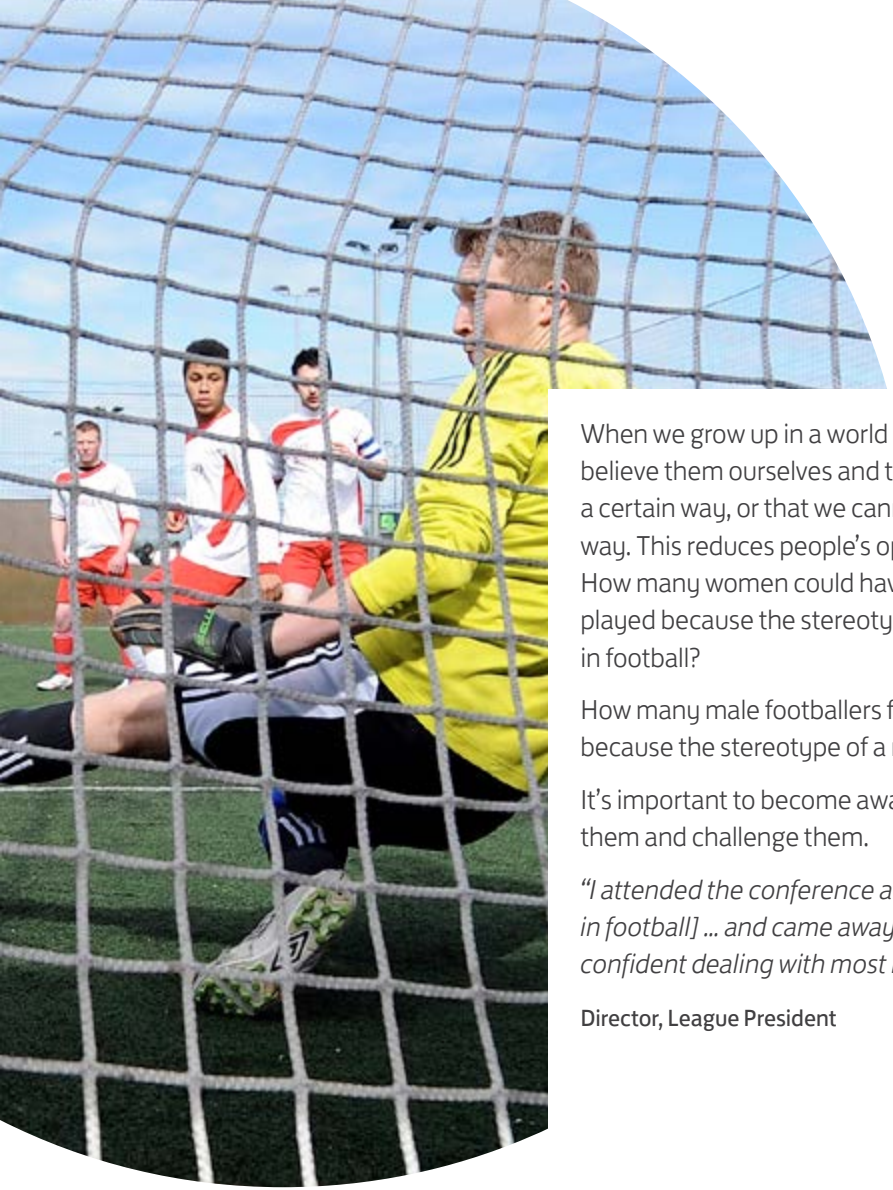
A complaint can be also taken to your local County Football Association or the league or club. A list of all County Football Associations can be found at: www.TheFA.com/countyfa

How do I tackle gender stereotypes?

Gender stereotypes are the root of many transphobic, homophobic and sexist attitudes.

A **stereotype** is a cartoon-like, exaggerated version of something, often based on some common traits but applied universally – despite not reflecting the range of people's experiences.

Gender stereotypes are based on behaviours and attributes that are common in people of a particular gender. They have become rigid patterns of how people are expected to look and behave according to the gender that has been assigned to them at birth.



When we grow up in a world full of stereotypes, we begin to believe them ourselves and think we must do certain things or be a certain way, or that we cannot do certain things or be a certain way. This reduces people's opportunities and self-expression. How many women could have been brilliant footballers but never played because the stereotype of a woman is to be uninterested in football?

How many male footballers feel unable to come out as gay, because the stereotype of a male footballer is to be straight?

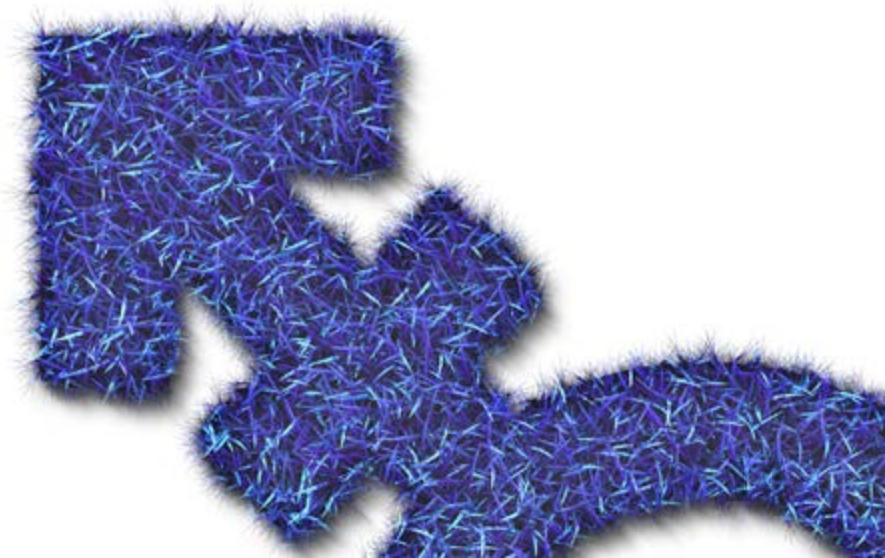
It's important to become aware of stereotypes, watch out for them and challenge them.

"I attended the conference at Burton [about LGB&T equality in football] ... and came away very enlightened and would feel confident dealing with most issues."

Director, League President

Key points

- Society expects us to look and behave in a certain way based on our gender assigned at birth.
- It can be very difficult to distinguish between transphobia, homophobia and sexism – it isn't always clear cut.
- Make sure you communicate your inclusive approach to trans people and your zero tolerance approach to transphobia, homophobia and sexism, as well as the reporting options people can use.
- As with all abuse, what is most relevant is how someone experiences it.
- 'Banter' is a part of the football experience, but it is not banter to demean someone on the grounds of their sex, sexuality or gender identity.
- Use all options available to report and tackle the issues.
- Tackling gender stereotypes is good for football.



3 PRACTICAL AND POSITIVE INTERVENTIONS

Toilets, changing rooms and showers

Different football clubs have different facilities regarding toilets, changing rooms and showers. Whatever you have, provision should be made for trans people.

Trans people should have access to the toilets, showers and changing rooms of their self-identified gender.

Different trans people are likely to have different opinions and preferences about what would make them feel most comfortable, included and safe at your club.

It is good practice to ask a trans person what would work best for them and aim to accommodate their preferred option. It's useful to note the law supports you in making reasonable special arrangements.

Some trans women may be happy to change or shower in open facilities alongside other women. Some trans men may be happy to change or shower in open facilities alongside other men.

Some trans people may prefer individual facilities whilst others may request some other option. Of course, we're all aware of the financial and space restraints in the grassroots game, so perhaps these options may not always be possible.

If arrangements are possible, they may be on a temporary or a permanent basis. Someone may, for example, request to use alternative facilities in the early stages of transition and then, once they feel more confident, may move to the facilities of their self-identified gender.

Private and individual toilet, shower and changing cubicles are welcomed by some trans people rather than open areas that are gender specific. Where there are cubicles, it is important to make sure doors and locks are properly maintained and functional.

Trans people should not be asked to use a toilet as a changing room.

Non-binary people may not feel particularly comfortable in either men's or women's spaces, so you may wish to think about offering gender neutral facilities. Options may include:

- Ideally, making all toilets, showers and changing cubicles gender neutral. This would be best practice.
- If possible, making some toilets, showers and changing cubicles gender neutral.
- Designating an accessible toilet, showers and changing cubicle as 'gender-neutral and accessible'.

Where toilets are available to a wide range of people, such as supporters, it's right to assume that everyone selects the facilities appropriate to their gender. If a person asks where the toilets are, respond by telling them where all the toilets are rather than the one that you think they will use based on their appearance.

If someone complains that there is a person of the 'wrong' gender in the toilets, they may not have the right to complain if it involves a trans person.

Key points

- Gender-neutral facilities are the best option where facilities enable this.
- Facilities should provide adequate privacy for everyone.
- Where facilities are gendered, trans people should have access to the toilets, showers and changing rooms of their self-identified gender, regardless of the team for which they play.
- If someone comes out as trans at your club, ask what arrangements would work best for them and aim to accommodate the option they request.
- If you are having a major refurbishment or facilities upgrade, take the opportunity to create inclusive facilities for all as part of the work.

Updating a trans person's records

A trans person who transitions while at your club may request an update of their details on whatever documents and systems the club uses. This includes a change of name and title and any gender marker.

To ensure all players are not playing for more than one team in a season, all players must be registered with The FA. Trans players who transition will wish to update their details here.

Anyone can change their name, whether they are trans or not. There is nothing legal that a person has to do to change their name. They just choose the new name and start using it.

So it is not necessary to see a formal name change document before you start using someone's new name. If someone is trying out a new name informally before settling on it, then using that name within the club supports their exploration of their gender.

Some trans people choose to change their name by statutory declaration or deed poll.[10] Children and young people under 18 need the agreement of those who have parental responsibility for them to make this kind of formal recognition.

Ensure your database and record systems can accommodate gender neutral titles such as 'Mx' and also allow the option of 'no title'. Instead of offering a menu with a limited set of options, you may wish to offer a blank space for someone to enter their own title if they wish.

10 https://www.gov.uk/change-name-deed-poll/overview

Key points

- Update documents and databases quickly and without fuss.
- Use a person's preferred name, title and pronoun, upon request.
- Make sure your database offers flexible options to accommodate a range of identities.

Ensuring trans people are welcomed as players

You may not even know a trans person is on your team – you can't assume that all trans people will be visible, nor that they will stand out through being particularly good or bad at football.

However if someone transitions whilst being part of a team or approaches a team and discloses their trans status then several factors come into play.

Firstly everybody should be able to play on a team. Always include a trans person unless there is a clear, objective reason not to.

Managing the inclusion of trans players need to be handled with sensitivity, confidentiality and objectivity.

The law says that trans people may only be treated differently in relation to sport if it is necessary to ensure fairness of competition – or safety of competitors in a 'gender-affected activity'.[11]

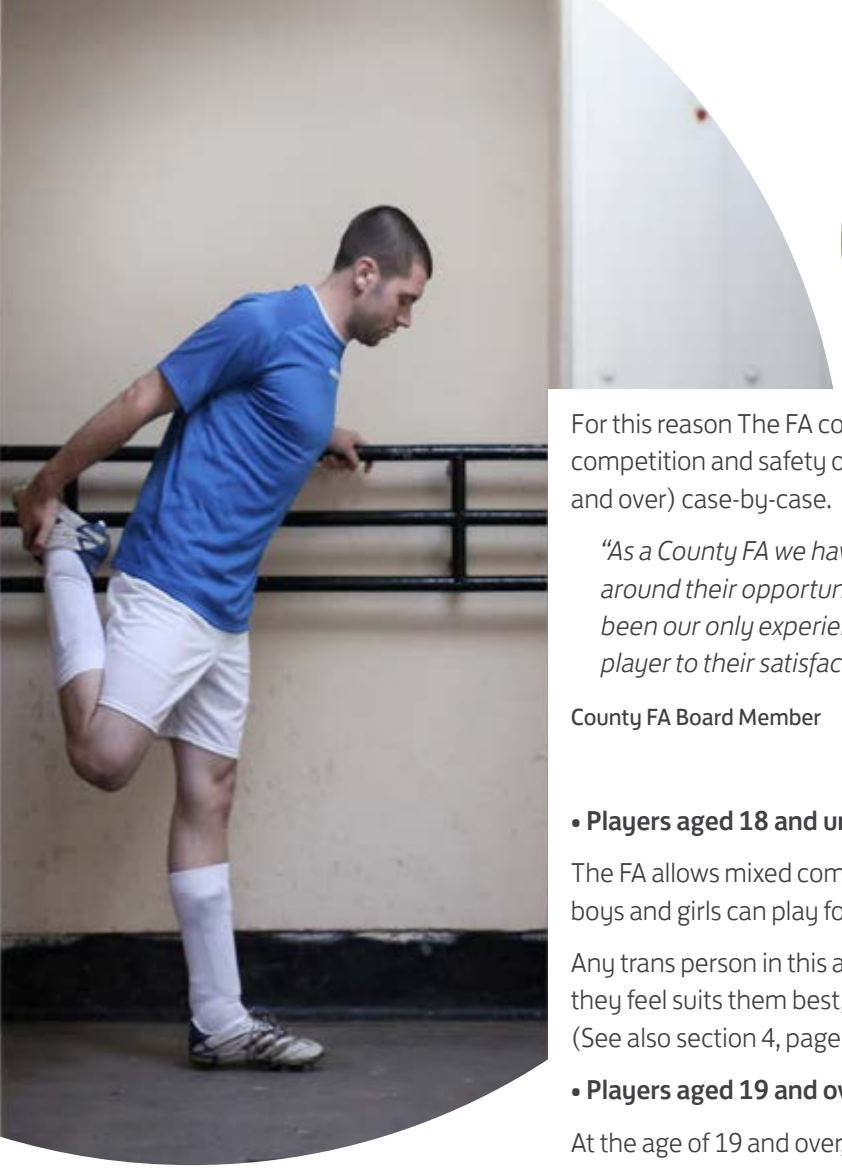
A 'gender-affected activity' is a competitive activity where the physical strength, stamina or physique of average persons of one sex would put them at a disadvantage compared to average persons of the other sex. However, whether a trans person can play for a gendered team is not based on whether they are 'average'. Competitive advantage in sport is based on having better-than-average physical capacity.

We might consider whether a trans woman's physical capacity falls outside the entire spectrum of women. Or whether a trans man's physical capacity falls outside the entire spectrum of men. For instance, we say that all women can play women's football – we do not say that only women of average physical capacity can play women's football. Likewise we say all men can play men's football – we do not say that only men of average physical capacity can play men's football.

Footballers come in all shapes and sizes. That's the beauty of the game. Consider the wide range of physicalities of players such as Peter Crouch and Lionel Messi, Diego Maradona and Joe Hart in the men's game. Likewise England internationals Jill Scott and Fran Kirby are 5 ft 11 inches and 5 ft 1 inch respectively.

Some people will fall into the broad overlap of the ranges of male and female physical capability, whether or not they have undergone any medical intervention.

11 https://www.gov.uk/change-name-deed-poll/overview



For this reason The FA considers the issues around fairness of competition and safety of competitors in trans players (who are 19 and over) case-by-case.

> *"As a County FA we have supported a trans person with advice around their opportunities and rights within football. This has been our only experience, however we were able to support this player to their satisfaction and they continued playing football."*

County FA Board Member

• Players aged 18 and under

The FA allows mixed competition for players aged 18 and under, and boys and girls can play football together on the same team.

Any trans person in this age range is able to play on whichever team they feel suits them best, whether that's boys, girls or mixed.[12] (See also section 4, page 24 'Young People in Football').

• Players aged 19 and over

At the age of 19 and over, The FA requires people to play in gendered teams and to compete only against teams of the same gender. This is commonly known as 'open-age' football.

Each trans player who identifies as a man or a woman and wishes to play for a team of their self-identified gender is invited to go through the process outlined in The FA's policy on trans people in football.

This policy is broadly that:

- A player will almost always be authorised to play in the team of their self-identified gender if they can show:
  - their hormones have settled in the range 'typically' associated with their self-identified gender,
  - their gender has been reassigned through surgery.
- Players who fall outside that description will be considered case-by-case, taking safety and fair play into account

The FA's aim is to maximise inclusion of trans people in football – highlighting the core 'football is for everyone' ethos.

For full details see 'The FA's Policy on Trans People in Football', and the associated 'Frequently-asked questions'. Both can be downloaded from **www.TheFA.com/football-rules-governance/equality/lgbt-football**

• Non-binary players

It should be recognised that for people with a non-binary gender identity who are aged 19 and over, there is no team which matches their self-identified gender as they can only play in men's or women's teams. Consequently they may seek inclusion in a men's team or a women's team. This would be taken case-by-case. Whatever team a non-binary person does play on, it's important to respect the identity of the person and treat people as they wish to be treated.

12 The Football Association Policy on Trans People in Football Section 5 (1)

SAM

...a gender queer person, (assigned female at birth)

"Ideally, I would have joined a mixed team, but that didn't exist – everything was gender segregated"

"I played football at primary school because it was mixed. I gave up at secondary school as I was increasingly uncomfortable in myself [on gendered teams]. In my third year [at university] I finally plucked up the courage [to join a team]. Ideally, I would have joined a mixed team, but that didn't exist – everything was gender segregated. I thought if I tried to join the men's team, I'd get laughed out of the university... I decided to join the women's team, just so I could play, really, but I was always quite uncomfortable. Being told 'good girls', was... you know... [*pulls sad face*]. I was out as gender queer, but I think a lot of people thought that was a fancy term for 'I'm a gay girl but I like to wear men's clothes' – something like that."

JANE

...a trans woman

"I tried to play back in 2001 after transition. My manager asked one day [if I was trans] and I said 'yes' because I'm not ashamed of it, and I was stopped from playing football. [A few years later] I contacted The FA ... I went online and thought, 'Oh, the situation is a lot improved.' I have now been back playing women's football for some time. When an opposing team published an article on their website insinuating that a recent loss for their club was down to a trans player being on the opposing team, the team president supported my inclusion, challenged the article and it was removed."

"I contacted The FA. I went online and thought, 'Oh, the situation is a lot improved' "

Trans women playing on men's teams and trans men playing on women's teams.

In some instances inclusion of a trans person will mean recognising a players' trans identity whilst they play or continue to play on the team of their assigned gender (for example a trans woman plays on a men's team and a trans man plays on a women's team).

For instance, Jaiyah Saelua self-identifies as a woman and plays on the American Samoa national men's team. She is referred to with her female name and with female pronouns.

Here's a clip of the film made about the team and their inclusion of her: **www.TheFA.com/news/2014/may/jaiyah-saelua-next-goal-wins**

Reasons for this may lie with a genuine fair play or safety issue related to a person joining the team of their self-identified gender. Just because a trans woman might play on a men's team or a trans man might play on a women's team, this does not mean that their self-identified gender should not be respected.

Even if someone is not authorised to play on the team of their self-identified gender, they should have access to the showers, toilets and changing rooms of their self-identified gender, if club facilities make this possible.

Understanding hormone therapy

Some trans people undergo hormone therapy as part of their transition.

Some trans men choose to take testosterone. After a period of time their hormone levels will fall within what is understood as the 'typically male' range and their physical capacity is likely to fall within the range expected of that gender.

Some trans women choose to administer androgen blockers (that block testosterone) and oestrogen. After a period of time their hormone levels will fall within what is understood as the 'typically female' range and their physical capacity is likely to fall within the range expected of that gender.

Non-binary people may also administer hormones. If they were assigned male at birth they may choose to administer androgen blockers (that block testosterone) and oestrogen. After a period of time their hormone levels will fall within what is understood as the 'typically female' range and their physical capacity is likely to falls within the range expected of that gender.

If the non-binary person was assigned female at birth they may choose to administer testosterone. After a period of time their hormone levels will range within what is understood as 'typically male' and their physical capacity is likely to fall within the range expected of that gender.

Young trans people under the age of 19 may be on hormone blockers which prevent the progress of puberty. This is not significant as anyone under 19 can play on the team that they wish.

Considering trans people and fair play

Concerns around fair play tend to relate to trans women. There may be an assumption that someone who currently has (or in the past has had) male physical attributes will inevitably have an unfair advantage.

Concerns around trans men and fair play are rare because of the common assumption that someone who currently has (or in the past has had) female physical attributes will inevitably be at a disadvantage.

Both assumptions should be avoided and the actual individual situation considered.

The FA policy treats everyone as an individual and looks at their physicality in relation to hormones and other aspects.

As fair play concerns relate only to competitive situations, this does not impact on a trans person training with their team. Training is not competition or league football.

On occasions a trans woman may be a better player than some of her team mates, or even the best player on the team. As with any other player, this may reflect a range of factors including her physical capacity, her temperament, past access to playing opportunities and coaching, and the time and effort she has invested in practice and skills development. Her status as a woman should not be questioned simply because she is good at football – being good at football is to be celebrated.

Considering trans people and fair play

Concerns around safety tend to fall into two categories:

- The safety of other women playing football with trans women;
- The safety of trans men playing football with other men.

It is important to avoid the assumptions that someone who currently has (or in the past has had) male physical attributes will pose a safety risk when playing football with women.

Likewise we need to avoid the assumption that someone who currently has (or in the past has had) female physical attributes will be at risk when playing football with men.

The actual, individual circumstances should be taken into account.

What to do if you think a player is trans

Some trans people do not disclose or discuss their gender history so you cannot assume that every trans person who comes forward to play on your team will tell you that they are trans (or that they have a trans history).

However, you may think that someone might be trans because of how they look.

Some trans people have an appearance which prompts others to think they may have a trans history. It is important to look beyond this and not to judge people by appearances. Remember that no-one can identify all trans people by looking at them. There are plenty of trans women who look like other women and trans men who look like other men.

There are also plenty of masculine appearing women who are not trans and feminine appearing men who are not trans, so it is quite possible to think someone might be trans when they are not.

There could be trans people already playing on your team – you would be including them as a matter of course simply because they don't stand out visually.

Be careful not to assume that trans people who happen to be more visible than others might have an advantage or disadvantage or will be unsafe on the field of play.

Questions to ask yourself are:

- Even if you think a player is trans, does it matter?
- Do you genuinely feel there is an issue of unfair advantage or safety involved?
- Can you observe on the field that dangerous situations are occurring and you genuinely fear someone may be hurt?
- Does this player genuinely have more physical capacity than is possible for anyone of their gender?

When to involve The FA

The FA requires that any query raised with regard to a player's gender must be made by someone in authority at the club or league (e.g. coach, manager, organiser) and must be submitted in writing to The FA setting out clearly the grounds on which it is based. The FA's 'Policy on Trans People in Football – Frequently-asked questions' sets this out more detail.[13]

13 The FA's Policy on Trans People in Football – Frequently Asked Questions, Section 12; The FA's Policy on Trans People in Football, point 13

The email address to send your query to is: equality@TheFA.com

Once The FA has decided someone may play on the team of their self-identified gender, there should be no barrier to their inclusion.

(See also page18 for a basic description of The FA's policy on inclusion.)

Key points

- The FA's policy is to maximise inclusion and ensure everyone can play for a team.
- Where The FA is involved in confirming eligibility to play, each person is considered case-by-case.
- Trans players may only be treated differently if there is a genuine issue of safety or unfair advantage.
- Up to and including the age of 18 there should be no barrier to any one person playing in any team – boys, girls or mixed.
- Trans people don't have unfair advantage simply because they are better than average.
- Someone's self-identified gender can still be respected if they remain playing for the team of their assigned gender, by using their chosen name and pronouns and enabling access to the appropriate toilets, showers and changing rooms.
- Be careful not to judge people on appearances – avoid making assumptions about someone's eligibility to play just because they seem to be 'visibly trans'.
- Always be sensitive regarding questions about gender and treat all related information with utmost confidentiality.

4 SUPPORTING TRANS PEOPLE – WHATEVER THEIR FOOTBALL ROLE

Trans people as players

Trans people can experience real barriers to playing football. Sometimes trans people may stop playing football or may have never really started. This could be for a number of reasons. It may be because of past bad experiences trying to join a club, or transphobia, or because they have felt too uncomfortable to play on a gendered team.

It can be very hard for a trans person to approach a club after a break and start playing football again. They may be uncertain of the reception and reaction they will receive.

They may be concerned about issues such as lack of skills, especially trans men, who may have had fewer opportunities to learn those skills than other men.

Your club should do whatever you can to encourage trans people to join your club or league and to support trans people to play. You could promote your good practice so that trans people can be confident of a positive reception. You may also consider other practical support such as offering extra coaching.

Trans people as managers, coaches, match officials, administrators and other participants

Trans people may be involved in football in a wide range of roles other than as players. Regardless of the role, trans people should feel welcomed and included.

All the guidance relating to access to toilets, changing rooms and shower facilities applies to all roles (whether they are paid or voluntary), as does the guidance around confidentiality and language. It's equally important to tackle discrimination and bullying regardless of the role that the trans person is carrying out.

Trans people as fans and supporters

Trans people love football just as much as anyone else and will come to matches to support their teams. They may be parents bringing their children along to play, or local business owners who sponsor your club or advertise in your match day programme. That goes for all the friends, family and colleagues of trans people too.

It's important to ensure trans fans and supporters feel welcome, valued and safe. All the guidance in this document around access to toilets, confidentiality and language applies to fans.

In addition to this, trans fans may be particularly vulnerable to abusive comments and behaviours which focus on their sex, sexuality or gender identity. It is important to ensure that any such instances are dealt with swiftly and appropriately and that everyone knows how to bring them to your club's attention. (See Section 2: 'Tackling Discrimination').

EWEN

...a trans guy in his late 20s

"I've always loved football. I played with the boys in primary school and didn't think anything of it, ... [but] there was a layer of self-consciousness that developed in secondary school and I ended up playing netball just through peer pressure. But I always wanted to play football.

"One of my preoccupations is that I might not be as physically strong as them – I haven't played for a long time so my fitness might have suffered"

I joined a ladies' team when I was about 16 and played for three or four years but... as it became more and more obvious [to me] who I was, it felt equally wrong to play for a women's football team. I was always quite envious of men's teams, just thinking that's the side I should be playing on.

I'm 29 now and I haven't played since I was about 20. I've always wanted to get back into it. I transitioned about three years ago and I've thought long and hard about joining [an ordinary male] team. I've had a few reservations. I've been at the point where I've applied and then thought 'should I really go for it?' One of my preoccupations is that I might not be as physically strong as them – I haven't played for a long time so my fitness might have suffered.

As well, I don't want to have to keep up that level of vigilance to maintain privacy in the changing rooms – what happens if I get spotted, that kind of thing. I've just been quite worried about joining the men's team and being outed in any way.

[I keep my trans history private] in every other area of life and that's the way I want it. And so I think therefore if I were to join a men's team I wouldn't like to declare it. Since I've always felt male from a very young age, I don't see that I should differentiate myself in that setting. At the same time, that's not to say I wouldn't tell anyone eventually."

BLUE

Blue identifies as a non-binary person, in their 20s

"Everyone was like 'No, it's really cool, come back and play with us' "

"Women don't tend to have played as much as kids... I didn't really get to play as a kid and it was only when I went to university that I started. ... When I graduated and got a job, I played with a group of people at work, on a lunchtime – we'd hire a pitch and go out and play 5-a-side. They were pretty much all cis-guys [meaning not trans] and ... they were really cool, but they were so much more experienced than me – it's just a bit disheartening and humiliating. Everyone was like 'No, it's really cool, come back and play with us', but like I kick the ball once an hour and miss, so it's not great... I don't really play that much anymore because it stopped being fun."

Young trans people in football

Some young people know from a very early age that the gender they have been assigned doesn't feel comfortable to them. Others may spend some time questioning their gender or expressing their gender differently from the majority. The number of young people coming out as trans is increasing and a significant number of these consider their gender to be fluid or non-binary.

Football can provide something consistent and positive in a young person's life at a time that might feel uncertain and difficult.

If you are a coach, manager or other trusted adult at football, a young trans person may disclose their feelings about their gender identity. It's important you respond positively and confidently. County Welfare Officers are well placed to help provide support around well-being in relation to a young person who is identifying as or coming out as trans.

Sometimes a young person's parents struggle with their child's trans identity and refuse to use the young person's chosen name and/or pronoun. However, you can still respect the young person's preferences at your club. It is often the case that when parents see other responsible organisations such as schools and football clubs acknowledging their child's identity, they begin their own journey towards acceptance. At the same time, your football club becomes a valuable haven for the young person where their identity is respected, and where they can be themselves.

JOSEPHINE

...a gender- fluid person (assigned male at birth)

"I have a friend who has just started transition[ing] now and she's had to give up going to [her club] because she doesn't feel safe"

"I've been a football fan all my life, [but] I don't really feel safe going to a football match [presenting as feminine]. I've only recently outed myself at [my club]... so I'm still waiting for a reaction... I've had some positive response, nothing negative as yet. [At a smaller club] you do know everybody that goes... everyone you walk past, you're like, 'Alright?', 'Hello,' – you know them. I have a friend who has just started transition[ing] now and she's had to give up going to [her club] because she doesn't feel safe. That's the tough part. ... It's still a macho culture on the terraces."

CLARE

...a trans woman

"In terms of spectating, I go to a lot of [Premier League club] matches and they've done a lot of good work, like they have a really active LGBT group and they are quite involved in campaigns and stuff, but that doesn't always trickle down... I've heard a couple of things that have been really transphobic."

JASON

...a 10-year-old trans boy

"When I was seven, I went to this football club and I got bullied for the way I was... Two boys used to bully me – they'd laugh at me when I failed shooting or something. ... I told my mum and she told the coach and they spoke to [the boys] but they didn't stop, so I left."

It's important to remain open with young people – to provide a space for young people to try things out. The young trans person may wish to try out a different name and/or be called for instance 'he' instead of 'she' or 'they' instead of 'he'.

Whether a young person remains 'trans' or not is not important. The fact that they feel able to do that at your club is important. Any gender a young person expresses or explores at the time they are part of your club is valid and should be respected. It does not mean someone's earlier gender was 'wrong' if they make a different decision later.

As stated under 'Trans people as players' (page 23), The FA allows mixed competition for ages 18 and under. The young trans person therefore should be enabled to play on whichever team they feel suits them best, whether that's boys, girls or mixed.

As with any other kind of bullying, transphobic bullying should be taken seriously and dealt with effectively.

If you are concerned about supporting a young person effectively, you can contact your County FA Welfare Officer for further advice and help.

See also 'Further guidance and resources' on page 35.

Key points

- Listen and be supportive and non-judgemental to any young person sharing their thoughts about their gender identity.
- Respect confidentiality.
- Use the young person's preferred name and pronoun.
- Talk to the young person about which team they want to play on and enable that to happen.
- Talk to the young person about what they want in regards to toilets, showers and changing facilities and enable that to happen.
- Protect the young person from all forms of discrimination and/or bullying.

5 COMMON QUESTIONS ANSWERED

What should you do if someone comes out as trans?

Fundamentally, if someone tells you they are trans, it is important to make sure they feel welcome and supported. Make it clear that you will do all you can to make them feel comfortable and included at your club.

There are two main circumstances in which someone might tell you they are trans. These are:

- A trans person who transitioned prior to joining your club may volunteer the information ;
- Someone already in your club or joining your club may tell you they have decided to transition.

If the person is a player, let them know of The FA's policy (as well as this guidance) so they know what they should expect from the club.

If someone transitions whilst at your club, ask them what would make them feel most comfortable at that time. It is sometimes useful to make a plan and this should be done together with the trans person, not for them.

Things you might consider are:

- Is the person ready to move to the facilities of their self-identified gender or do they wish for additional privacy at this time? What would make them feel most comfortable?
- Does the person want to agree a date for their new name and pronoun to be used and for any records and documentation to be updated?
- Does the information about transitioning need to be communicated to others? If so how would the person like that to be handled? Do they want to be involved in making an announcement? Will it be to everyone or just a bare minimum?

In general, adopting a 'business as usual' approach and enabling someone's transition and inclusion with minimum fuss or remark is a positive approach.

Is a trans person obliged to come out as trans?

The Gender Recognition Act protects trans people's right to privacy. It is an offence to disclose a person's trans status or history without their consent if you have come into that knowledge in an official capacity. This would include as a coach or manager. There are very limited exceptions to this,. (See reference to 'Gender Recognition Act 2004') on page 10.

If a trans woman wishes to play in a women's team or a trans man wishes to play in a men's team they will need to go through the process laid out in The FA policy on trans people in football. This is because football is a 'gender-affected' sport.

This means that whilst a trans person does not have to come out or disclose their trans status/history to their club however they are expected to do so to The FA. The key reasons for this are to ensure that insurance is valid and to protect all players regarding their health and safety.

This process is entirely confidential and carried out by key members of staff at The FA. The trans person's right for confidentiality will not be compromised. (See 'Trans people as players' on page 23)

What are the myths that need busting?

Here are the three common myths and misunderstandings about trans people.

MYTH 1:
Trans women who play in the women's team have an unfair advantage

It's a myth that all trans women are tall and/or strong.

Women come in all shapes and sizes. For instance, there are female basketball players who are over six feet tall and who weigh over 200lbs. They were assigned female at birth, and they excel and help their teams to victory.

So it is important to reflect on why we would consider a trans woman's advantage unfair, when there are lots of non-trans women who are tall and/or strong and no one complains about that.

In football, regardless of our physical capabilities we have to make the best of our capabilities. Wherever those capabilities come from, talent is something to celebrate.

MYTH 2:
Men will pretend to be trans women to gain competitive advantage

This is a theoretical scenario. In reality it just doesn't happen.

People do not undertake transition lightly. It is still the case that trans people face significant social pressures, are excluded and discriminated against, and are some of the people most likely to be victims of hate crime in the UK.

Any man who wanted to pretend to be a trans woman in order to gain advantage would not only face those possibilities of discrimination but would find such a pretence unsustainable.

MYTH 3:
Everything is 'because the person is trans'

It is important to avoid assuming that anything negative that happens in a trans person's life is to do with being trans.

Just like anyone else, a trans person may be great at football or poor at football; they may suffer an injury on the pitch or be involved in an injury that happens to someone else; they may have a brilliant temperament for football or be a bad loser.

Whatever happens it isn't always about the person being trans – it's about who they are as a person.

6 TOP TIPS AND FURTHER RESOURCES

The 'Top 10' tips for including trans participants in football

1. **Mind your language:** Use gender neutral language with groups and with people you don't know; respect everyone's gender, name and title preferences.
2. **Ask:** If someone transitions whilst part of your club, ask how they would like to be supported and plan any changes *with* them not *for* them.
3. **Include:** Make every effort to include trans players whether they are.
   - Under 19 and can play on the team that they wish to; aged 19 and over and are entitled to play on their team of their self-identified gender, or
   - They are aged 19 or over and they will continue to play in the team of their assigned gender.
4. **Make provisions where possible:** If you have toilets, changing rooms and shower facilities, make provisions for trans people. If gender-neutral is not possible, ensure adequate privacy in gendered spaces.
5. **Let the person make their choice:** Assume everyone selects the toilets, showers/changing rooms appropriate to their gender – accept that you cannot reliably tell someone's gender by looking at them.
6. **Update:** Amend documentation and records quickly and without fuss.
7. **Communicate:** Make your trans inclusive practices visible – on your website, using posters, in your programmes.
8. **Make reporting easy:** Have a clear procedure for reporting transphobia and publicise it widely – make sure everyone knows it's not acceptable.
9. **Challenge:** Challenge gendered stereotypes and gender norms.
10. **And keep challenging:** Challenge sexist, transphobic, biophobic and homophobic 'banter' and know how to report it to The FA.

More details on all the above can be found in the relevant sections of this guidance booklet.

GLOSSARY

Note: Terms and language regarding trans people and trans issues are evolving rapidly and many terms may mean different things to different people. The definitions given here are the common, but not universal, understandings of these terms.

A genderperson

Someone who does not have a gender identity/who considers gender identity irrelevant to their life.

Assigned gender/assigned at birth

In this guidance we use the term 'assigned gender' to refer to the gender of male or female that someone was given at birth based on the genitals they had when they were born.

Please also refer to page 6 ('Who are trans people?') in Section 1.

Binary

A system allowing only two things or states – for example, on/off. In terms of gender, it refers to the either/or categories of male/female that do not allow for or recognise other experiences of gender.

Biphobia

is used as a term for the range of antagonistic/prejudicial attitudes that may be held and/or expressed towards bisexual people.

Cis/Cis-gender person

Someone whose assigned gender matches their gender identity, i.e. someone who is not trans.

Coming out

Telling someone about your trans status or history for the first time. See also 'Out' and 'Outing'.

Cross-dresser

Someone who wears the clothes usually expected to be worn by someone of the opposite gender. Other terms include 'transvestite' (now becoming a dated term and disliked by some) and 'dual role'.

A cross-dresser is unlikely to have a full-time identity as a member of their cross-dressed gender and typically do not seek medical intervention.

Discrimination

Discrimination means treating someone unjustly or in a prejudiced way because of a protected characteristic they have. See also section 2 of this document, 'Tackling Discrimination', which starts on page 11.

Fluid

See 'Gender Fluid'.

Gender

The psychological and behavioural characteristics of being masculine and/or feminine and the associated social and cultural roles of men/women and boys/girls – all of which make up our identity. Gender is expressed in a variety of ways including dress, speech, body language, hair, and make up.

Gender-affected activity

A sport, game or other activity of a competitive nature 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.

Please also refer to page 17 ('Ensuring trans people are welcomed as players') in Section 3.

Gender binary

See 'Binary'

Gender fluid

Not having a fixed sense of gender. A person who is gender fluid may consider themselves male at some times, female at other times, or may simply shift around a spectrum of masculinity and femininity.

Gender identity

A person's sense of self as a man, woman, non-binary person or other sense of gender.

A person's gender identity is typically expected to follow directly from the sex they were assigned at birth (based on physical attributes), but this is not always the case.

Gender neutral

Not biased toward (or designated as) any gender.

Gender queer person

Someone who does not have an exclusively male or female gender identity and who challenges typical ideas of the gender binary.

Gender reassignment

Taking steps to alter the outward expression of your gender so that it better aligns with your own sense of who you are – your gender identity.

Gender stereotype/gender stereotyping

A stereotype is cartoon-like, exaggerated version of something, often based on some common, but by no means universal traits, but applied universally even though it doesn't reflect different people's experiences.

A gender stereotype is a stereotype based on behaviours and attributes that are common in people of a particular gender. Stereotypical masculinity and stereotypical femininity have become rigid patterns of how people are expected to look and behave according to the gender that has been assigned to them at birth.

See also Section 2 of this document, 'Tackling Discrimination', which starts on page 11.

Harassment

Unwanted conduct in relation to a protected characteristic where the conduct has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual. Unwanted conduct of a sexual nature which has a similar effect also constitutes harassment.

See also page 10**

Homophobia

A term for the range of antagonistic/prejudicial attitudes that may be held and/or expressed towards gay and lesbian people, including hatred, anger, fear, intolerance, resentment, disgust or discomfort.

See also Section 2 of this document 'Tackling Discrimination', which starts on page 11.

Intersex

Intersex refers to physical variations of sex development whereby a person's physical characteristics differ from the typical male or female patterns. An intersex person is most likely to be intermediate between the sexes, having some male and some female characteristics, or to have under-developed sex characteristics. Intersex people are not the same as trans people.

LGB&T

Stands for Lesbian, Gay, Bisexual and Transgender

Mispronoun, misgender

To use an incorrect pronoun to describe someone (e.g. using 'he' when the person would prefer 'she', or 'she when they would prefer 'they'), or to ascribe an incorrect gender identity (e.g. to assume someone is female when they identify as non-binary, often shown by the use of gendered words such as 'Sir' or 'Madam').

Non-binary person

Someone who does not subscribe to the customary binary approach to gender, and who may regard themselves as neither male nor female, or both male and female, or take another approach to gender entirely.

Out

Being 'out' means being open about your trans status or history. See also 'Coming out' and 'Outing'.

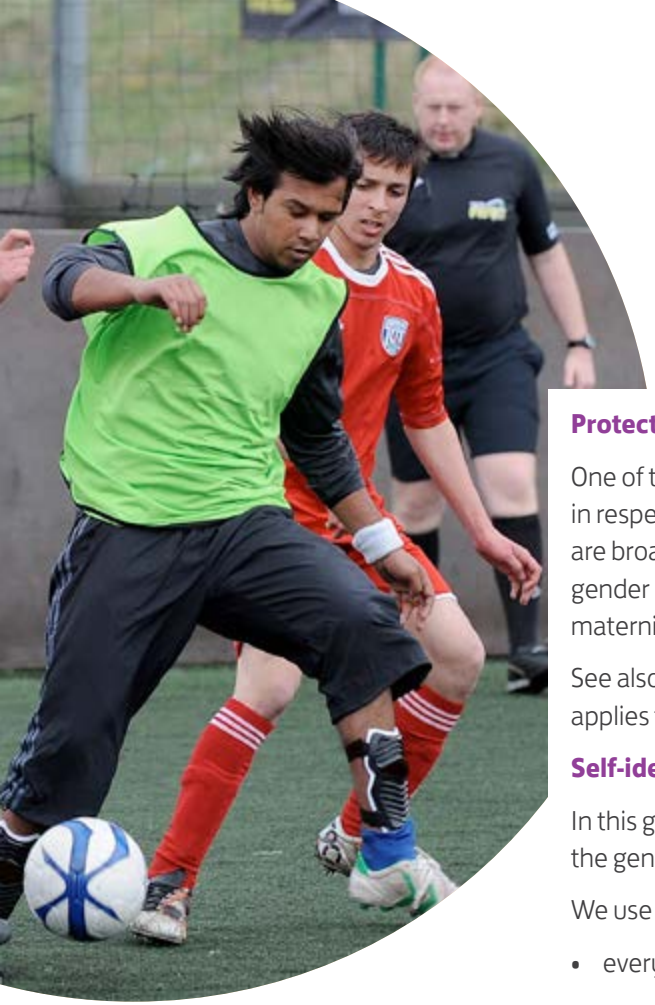
Outing

Disclosing a trans person's trans status or history without their consent. See also 'Coming out' and 'Out'.

Pronoun

A word that stands in place of a name, such as he, him, his; she, her, hers; or they, them, theirs.

For example, instead of saying "**John** found **John's** football and took it out with **John** to the park," we would usually say, "**John** found **his** football and took it out with **him** to the park."



Protected characteristic

One of the nine characteristics set out in the Equality Act 2010 in respect of which discrimination, harassment and victimisation are broadly unlawful. The nine characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, and sexual orientation.

See also page 9 for more information on the legal framework that applies to trans people.

Self-identified gender

In this guidance we use the term 'self -identified gender' to refer to the gender that someone feels themselves to be.

We use these words as they make it clear that:

- everyone has the right to state what their own gender is;
- none of us can be certain of the gender of other people unless they tell us.

It also distinguishes a person's own sense of gender from the gender they were assigned at birth.

Sex

A person's physical and biological characteristics that are associated with being male, female or intersex. Sex is assigned at birth as either male or female, usually based on the appearance of external genitals. A person's gender identity is expected to follow directly from their sex, but this is not always the case.

Sexism

A term for the range of antagonistic/prejudicial attitudes held and/or expressed towards people of a particular sex/gender. It is most commonly associated with attitudes towards women, but men can also be the subject of sexism.

See also Section 2 of this document 'Tackling Discrimination', which starts on page 11.

Stereotype

See 'Gender stereotype'.

Trans

The broadest most inclusive umbrella term for people whose personal experience of gender extends beyond the typical experiences of those of their assigned sex. This may include transsexual people, transgender people, non-binary people, gender queer people, cross-dressers and many other gender-related identities. Very similar in meaning to 'transgender'.

Also commonly used as a prefix to indicate something relates to that subject, for example trans issues, trans inclusion, a trans support network.

Trans is sometimes used to indicate that a very inclusive approach is intended, or that cis-gender allies are included.

Transgender person

A broad term referring to people who cross or have crossed cultural gender boundaries. Amongst others, some transsexual people, non-binary people and cross-dressers may all consider themselves transgender people.

Transition

Taking the journey from your assigned gender to the one you know yourself to be; may refer to social transition (changing name, clothes etc), medical transition (hormones and/or surgery) or both.

Trans man/trans woman

Some trans people will describe themselves as a 'trans man' or 'trans woman', acknowledging their experience of being trans. It's good practice to use the term that corresponds to the person's self-identified gender not their assigned gender.

For example, a person who was assigned male at birth but who identifies themselves to be female will regard themselves as a woman or as a trans woman. It would be wrong and probably offensive to refer to this person as a man, or a trans man.

Transphobia

A term for the range of antagonistic / prejudicial attitudes that may be held and/or expressed towards trans people, including hatred, anger, fear, intolerance, resentment, disgust or discomfort.

See also Section 2 of this document 'Tackling Discrimination', which starts on page 11.

Transsexual person

Usually someone who has reassigned, or plans to reassign their gender distinctly and permanently from male to female or vice versa and who will typically have some or all of the available medical interventions to change their physical characteristics accordingly.

FURTHER GUIDANCE AND RESOURCES

Policies and documents

The Football Association

Policy on Trans People in Football

Policy on Trans People in Football – Summary

Policy on Trans People in Football – Frequently-asked questions

Policy on Trans People in Football – How to appeal

www.TheFA.com/football-rules-governance/equality/lgbt-football

Equality and Diversity Policy

Eequality-policy.pdf

Sport England

Transsexual People and Competitive Sport – Guidance for National Governing Bodies of Sport

Transsexual People – Eligibility to Compete in Domestic Competition

Transsexual People – Eligibility to Compete in International Competition

http://equalityinsport.org/

Support and advice

The Football Association

FA Equality & Diversity Manager (Strategy)
equality@TheFA.com

Other Organisations

Gendered Intelligence
www.genderedintelligence.co.uk

Law

The Equality Act 2010 (full text)

www.legislation.gov.uk/ukpga/2010/15/contents

The Equality Act 2010 (Explanatory notes)

www.legislation.gov.uk/ukpga/2010/15/notes/contents

The Gender Recognition Act 2004 (full text)

www.legislation.gov.uk/ukpga/2004/7/contents

The Gender Recognition Act 2004 (Explanatory notes)

www.legislation.gov.uk/ukpga/2004/7/notes/contents

Feedback

This is the first edition of this guidance and we are keen to hear any feedback you may have about it – what's good, what needs more work, what's not detailed enough, what's too detailed, what's missing – anything at all.

If you have any comments or suggestions, please do let us know by contacting equality@TheFA.com

We would also like to include more real-life examples in future editions, and offer case studies too, so please do get in touch if your club would be willing to share experiences that might help others – and showcase the good practice you have developed!

Acknowledgements

Special thanks to all the trans people who responded to surveys and took part in focus groups and to all those currently involved in football who took the time to tell us what you would find useful in this guidance – your thoughts, ideas and experiences were enormously valuable.

All your input has really helped to shape this first edition of the guidance and will continue to inform future guidance and resources.

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gendered intelligence

understanding gender diversity in creative ways

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