



The Football Association

**Policy on the Inclusion of Transgender
and Non-Binary People in Football**



1. Introduction

- 1.1 The Football Association 'The FA' regulates the participation of competitors in football matches and domestic competitions as set out in The Rules of The Football Association 'The FA Rules'.
- 1.2 This policy sets out The FA's position on the inclusion of transgender and non-binary people in football. There is no surgical or legal recognition requirement to comply with this policy. In the event a player undergoes any form of treatment (whether to seek to meet the eligibility requirements of this policy or for any other reason), that is a matter for the player and should be undergone only following receipt of appropriate medical advice.
- 1.3 The FA has developed this policy, alongside the latest guidance from the Sports Councils Equality Group¹. The FA reserves the right to amend this policy from time to time in light of any legal, scientific or other relevant developments.
- 1.4 This policy will come into full force and effect on Sunday 1st June 2025 (the '**Effective Date**'), replacing The FA's Policy on Trans People in Football that was in force prior to the Effective Date. Save to the extent set out at paragraph [4.5], this policy will apply both to cases arising prior to the Effective Date and to cases arising after the Effective Date.
- 1.5 This policy exclusively concerns eligibility to play in matches sanctioned by The FA, County FAs and other 'Affiliated Associations' (as defined in The FA Rules). The responsibility for (among other things) the safety of participants during activities other than matches, e.g., training sessions, lies entirely with the activity-organiser. The granting of eligibility under this policy does not confer any right to use any single sex changing facilities or other spaces consistent with a player's self-determined or acquired gender.
- 1.6 Players agree to:
 - 1.6.1 comply in full with this policy, insofar as applicable to them;
 - 1.6.2 cooperate promptly and in good faith with The FA's Equality, Diversity and Inclusion (ED&I) Team in the discharge of their responsibilities under this policy, including providing them with all the information and evidence they request to determine and/or monitor eligibility under this policy; and
 - 1.6.3 the lawful collection, processing, disclosure and use of information (including their sensitive personal data) as required to implement and apply this policy effectively and efficiently.
- 1.7 A player may revoke at any time, with or without giving reasons, the consent that they have granted in accordance with paragraph 1.7. In that event, the player will (where relevant) be deemed to have withdrawn any claim to satisfy the eligibility conditions for Transgender or Non-Binary Players set out in this policy.

¹ The UK's Sports Councils Guidance for Transgender Inclusion in Domestic Sport (2021).

2. Gender within football

- 2.1 FA Rules permit boys and girls to play in matches with and against each other the Under 7 to Under 18 (inclusive) age groups Rule J3² (Mixed Football). Participation by Players in a match outside of these age groups (i.e., in open-age football) is subject to the terms of this Policy.
- 2.2 For the purposes of the Equality Act 2010, open-age football is a gender-affected activity of a competitive nature where the physical strength, stamina and/or physique of average women puts them at a disadvantage compared to average men. Accordingly, the law permits sports governing bodies (1) to organise separate sporting competitions for men and women, and (2) to impose restrictions on the eligibility of Transgender and Non-Binary players to participate in sport if such restrictions are necessary to secure (1) the safety of competitors, and/or (2) fair competition.

3. Relevant terminology

- 3.1 **Transgender:** Transgender refers to people whose gender identity (i.e. how they identify) is different from their legal sex assigned at birth, whether they are pre or post-puberty, and whether or not they have undergone any form of medical transition.
- 3.2 **Non-Binary:** Non-Binary refers to people whose gender identity does not sit comfortably as 'male' or 'female'. Non-Binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely.
- 3.3 **Gender transitioning:** A transgender person's gender after transitioning is referred to as their 'acquired' or 'affirmed' gender. Prior to, or during, transition a transgender person's gender is often referred to as their 'self-determined' or 'self-declared' gender.

4. Eligibility Requirements

- 4.1 Children under the age of 18 may play age group football involving boys and girls, without restriction. There are, therefore, no conditions regarding any individual playing in a match in accordance with their self-determined or affirmed gender in these age groups. Any Transgender or Non-Binary player who is under 18 years old but eligible to play in open-age football (or will soon be eligible and likely wishes to play in open-age football) is recommended to approach their club or County FA for support with the application process for open-age football.
- 4.2 A Transgender or Non-Binary player wishing to play in matches consistent with their self-determined or affirmed gender must complete the form at [Appendix 1](#) and send it (and all relevant supporting documents) to the ED&I Team.
- 4.3 The relevant eligibility requirements depend on the player's birth sex, gender identity, and whether the player wishes to participate in matches in either the Men's Game or the Women's Game. These eligibility requirements are summarised in the table below.
 - 4.3.1 On receipt of an application, The FA will review the application and supporting documents to determine whether, based on the information contained in the application and supporting documents, some or all the relevant eligibility criteria are met (i.e., eligibility requirements evidenced by medical records or other documents).
 - 4.3.2 Once a player has satisfied the eligibility requirements based on The FA's review of their documents, they will be granted eligibility or, in relevant cases in respect of eligibility for the Women's Game, provisional eligibility to enable them to be observed playing in a match or matches.

² Players in a Match must be of the same biological sex save for: (1) matches in a playing season in the age groups Under 7 to Under 18 inclusive (as defined in the Player Status Rules); and (2) Players eligible in accordance with The FA's Policy on the Inclusion of Transgender and Non-Binary People in Football.

Policy on the Inclusion of Transgender and Non-Binary People in Football

Gender	Requirements and evidence
Eligibility for the Men’s Game	
Transgender male (female to male transition)	Completion of an assumption of possible additional risk form (Appendix 2)
Transgender female (male to female transition)	Completion of an assumption of possible additional risk form if hormone treatment commenced (Appendix 2)
Non-Binary (birth assigned male)	Completion of an assumption of possible additional risk form if hormone treatment commenced (Appendix 2)
Non-Binary (birth assigned female)	Completion of an assumption of possible additional risk form (Appendix 2)
Eligibility for the Women’s Game	
Transgender female (male to female transition)	<p>Blood serum testosterone maintained at below 5.0 nmol/L for at least 12 months prior to competing in a Match and thereafter for as long as the player wishes to maintain eligibility for the Women’s Game</p> <p>Medical record of hormone therapy (and/or gonadectomy)</p> <p>Hormone treatment to be verified at least annually, before the start of each season (and more often at The FA’s discretion)</p> <p>Match observation</p>
Transgender male (female to male transition)	Blood serum testosterone maintained in the natal female range for as long as the player wishes to maintain eligibility for the Women’s Game (without prejudice to any requirements of The FA’s Anti-Doping Regulations, use of exogenous testosterone is not permitted if the player wishes to maintain eligibility for the Women’s Game)
Non-Binary (birth-assigned female)	Blood serum testosterone maintained in the natal female range for as long as the player wishes to maintain eligibility for the Women’s Game (without prejudice to any requirements of The FA’s anti-doping rules, use of exogenous testosterone is not permitted if the player wishes to maintain eligibility for the Women’s Game)
Non-Binary (birth-assigned male)	<p>Blood serum testosterone maintained at below 5.0 nmol/L for 12 months prior to competing in a Match and thereafter for as long as the player wishes to maintain eligibility for the Women’s Game</p> <p>Medical record of hormone therapy (and/or gonadectomy)</p> <p>Hormone treatment to be verified annually, before the start of each season, (and more often at The FA’s discretion)</p> <p>Match observation</p>

4. Eligibility Requirements (continued)

- 4.3.3 If match observation does not suggest that the player presents a risk to (1) the safety of competitors, and/or (2) fair competition (in each case subject to necessary further requirements, e.g., as to the level of football at which they are eligible to compete without further match observation), the player will be granted eligibility. The player's eligibility will be subject to (1) any further requirements placed on the granting of eligibility for the purpose of ensuring safety and/or fair competition, (2) the annual renewal process, and (3) possible withdrawal of eligibility by The FA's Transgender and Non-Binary Eligibility Committee in accordance with section 5 of this policy.
- 4.3.4 All players meeting the eligibility requirements are to renew their eligibility annually, before the start of each season, using the form at [Appendix 3](#); there is no repeated requirement for a match observation. Players who have undergone bilateral orchidectomy (and therefore no longer produce serum testosterone levels in the adult male range) and, who meet the eligibility requirements, will be granted permanent eligibility.
- 4.4 The FA will maintain a confidential register of players who have been approved to play in their self-determined or affirmed gender, especially in respect of records relating to any hormone-related treatment for the purposes of the renewal process.
- 4.5 By way of exception to the above eligibility requirements, Transgender female and Non-Binary players who were eligible to participate in the Women's Game as at the Effective Date must provide The FA's ED&I Team with a blood serum testosterone reading of below 5.0 nmol/L within three calendar months of the Effective Date, and thereafter maintain blood serum testosterone at below 5.0 nmol/L for as long as the player wishes to maintain eligibility for the Women's Game.

5. Transgender and Non-Binary Eligibility Committee

- 5.1 Where there is an issue about a player's eligibility, efforts will always be made to resolve it through dialogue between the player, the County FA and The FA.
- 5.2 In any case where (1) The FA does not approve a player's application to participate in matches in the Women's Game following a match observation, or (2) The FA reasonably considers on the ground of (A) safety to competitors and/or (B) fairness of competition that it might be necessary to withdraw a player's eligibility to participate in matches in the Women's Game having previously granted such eligibility under this policy, the player or The FA (as applicable) may refer the matter to The FA's Transgender and Non-Binary Eligibility Committee ('Committee') for determination. No other party shall be entitled to refer any matter to the Committee.

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Appendices:

- [1. Transgender and Non-Binary Player Eligibility Application Form.](#)**
- [2. Transgender and Non-Binary Player Eligibility Assumption of Risk Form.](#)**
- [3. Transgender and Non-Binary Player Eligibility Renewal Form.](#)**