

Supporting Transgender People in sport: Guidelines to accompany the SDS Equality policy

Gender Reassignment is a protected characteristic in the Equality Act 2010. This guidance will accompany the Scottish Disability Sport Equality policy which encompasses the 9 protected characteristics.

Transgender is an inclusive term that covers a wide range of gender identities and we will use this term to refer to all people who are protected under the Equality Act 2010. Every case will be addressed to meet the needs of each individual and what they are comfortable with.

This guidance has been produced as a result of supporting young trans people to participate in sport. It has been developed in consultation with **sportscotland**, LEAP Sport Scotland and LGBT Youth Scotland to support transgender people, branches, SDS staff and key partners to be inclusive

Overall guidelines to follow:

- Consult with transperson/parents (dependant on age and personal circumstances)
- Consult with transperson – stage of transition, what they are comfortable with, what changing rooms/toilets they want to use (consideration for toilets/changing rooms to be no gender specific). Always do what is best for the individual through discussion with the person.
- Link with Scottish Governing Body (SGB) if appropriate and use the sports own transgender guidelines (if they do not have one encourage them to write one)
- Seek advice from external partners (SDS, **sportscotland**, LEAP Sport Scotland, LGBT Youth Scotland etc.)

Use of toilets and changing facilities

- Transgender people should use the toilet/changing rooms that aligns with their gender identity. This should be considered in discussion with the person and what they want to happen. Participants can use the disabled toilet/changing room if they feel more comfortable doing so. (Consider any potential safety risks – allow trans person to change 10 mins before others if there is any issues)

Residential camps

- Activity groups – consideration should be given when grouping participants. Consultation with the transperson is vital and it is important that groupings are made up of others the transperson knows and trusts (including staff members leading the group).
- Consideration should also be given regarding stage of transition and if the individual wants others to know their situation. Depending on individual circumstances and others who know

them form groups around the transpersons friends and ensure there is a good relationship with group leader

- Sleeping arrangements – Consult with the transperson and provide a single room if possible and appropriate. If sharing a room, consider who the individual will be sharing a room with and the relationship between individuals.

Overseas trips

- Consider Laws and cultural differences in the country the person is travelling to
- Use the SGB specific transgender policy/guidelines (consider international rules for competition)
- Seek guidance from external partners.

SDS Competitions

- Consider the individuals stage of transition and the level of competition in regards to the participant's safety and potential sporting advantage.
- Use SGB sport specific guidelines
- Follow sport policy – Scottish or GB level, or international federation. If these don't exist, or are out of date, refer to the most recent IOC or best practice guidelines.

Confidentiality and information sharing (See SDS HR Handbook p.66)

Being transgender is not by itself a child/adult protection issue therefore the information should not be shared with others unless the person has given consent.

Staff should not discuss the names of participants they know are going through transition with others unless they have been given permission to do so.

Normal child/adult protection procedures should be followed regardless of their sexual orientation or gender identity