

## Home Nations Governing Bodies

### TRANS INCLUSION POLICY



#### Version Tracking

Update Date	Version	Updated By	Changes Made	Sections Changed	Date Approved
12/11/21	Draft	Sarah Young	Document created		
25/07/22	Draft 1	Sarah Young	Sub-committee recommendations	Recommendations Definitions Process	
4/11/22	Final	Sarah Young	Accepted track changes		

Date of next scheduled review: April 2023

## Policy Statement

Snowsport England, Snowsport Scotland, and Snowsport Wales (hereafter referred to as the 'Home Nations Governing Bodies') are committed to the principles of diversity and inclusion in snowsport. We aim to ensure everyone, irrespective of age, disability, gender reassignment, marital or civil partnership status, pregnancy and maternity, race, religion or belief, sex or sexual orientation has a genuine and equal opportunity to participate in snowsport activities and are treated fairly, equally and with respect.

The Home Nations Governing Bodies celebrate the value of diversity and are committed to providing a supportive environment for trans and non-binary people within our sport.

### 1. Introduction

- 1.1. The aim of this Trans Inclusion Policy (hereafter referred to as 'the Policy') is to ensure that trans and non-binary people are included and given every reasonable opportunity to participate in snowsport within the jurisdiction of the Home Nations Governing Bodies at clubs, events and in competition.
- 1.2. This Policy focuses on snowsport participation within the jurisdiction of the Home Nations Governing Bodies. Selection and representation in international competition (including Masters) is governed by the rules set out by the international bodies such as the International Olympic Committee (IOC) and International Ski Federation (FIS). As such, this sits outside of the Home Nations Governing Bodies' remit and is not included within this Policy.
- 1.3. The Home Nations Governing Bodies recognise that the topic of this Policy is an area of ongoing discussion and debate which is complex and nuanced. This Policy sets out the Home Nations Governing Bodies commitment to inclusion and fairness in snowsport and has been prepared in line with the most up-to-date available guidance (UK Sport, 2021: [Guidance for Transgender Inclusion in Domestic Sport](#)). It should be viewed as a live document that will be updated as debate and understanding progresses.
- 1.4. This Policy is set out as follows:
  - 2. Definitions
  - 3. Implementation
  - 4. Competition Entry
  - 5. Complaints and Compliance
  - 6. External Support, Organisations, and Resources

### 2. Definitions

- 2.1. This policy adopts definitions as set out by Stonewall. A more comprehensive list of terms can be found on their website: <https://www.stonewall.org.uk/help-advice/faqs-and-glossary/list-lgbtq-terms>.
- 2.2. **Affirmed Gender** – The process (such as medical and related treatment) of bringing the gender role and appearance into alignment with the gender identity, 'affirms' that identity. The term 'affirmed' gender, is now becoming more common in describing the post-transition gender status ([Gender Identity Research and Education Society](#)).

- 2.3. **Cis / Cisgender** - Someone whose gender identity is the same as the sex they were assigned at birth. Non-trans is also used by some people.
- 2.4. **Gender-affected sport** – activity of a competitive nature in circumstances in which the physical strength, stamina, or physique of average persons of one sex would put them at a disadvantage compared with average persons of the other sex as competitors in events involving the activity. [UK Sport, 2021]. Snowsport disciplines are considered to be gender-affected sports although the degree to which is not currently known.
- 2.5. **Gender Identity** - A person’s innate sense of their own gender, whether male, female or something else (see non-binary below), which may or may not correspond to the sex assigned at birth.
- 2.6. **Meaningful Competition** – while all competition and races are meaningful, in snowsport the term *meaningful competition*, taken from the UK Sport 2021 Guidance, is classed as competitions that have consequences outside of the event result sheet, including: national championships; national rankings such as series titles; selection events and seeded events. For these competitions, sex categories are included to provide fairness in competition.
- 2.7. **Non-binary** - An umbrella term for people whose gender identity doesn’t sit comfortably with ‘man’ or ‘woman’. Non-binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely.
- 2.8. **Pronoun** - Words used to refer to people’s gender in conversation - for example, ‘he’ or ‘she’. Some people may prefer others to refer to them in gender neutral language and use pronouns such as they/their and ze/zir.
- 2.9. **Trans** - An umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. Trans people may describe themselves using one or more of a wide variety of terms, including (but not limited to) transgender, transsexual, gender-queer (GQ), gender-fluid, non-binary, gender-variant, crossdresser, genderless, agender, nongender, third gender, bi-gender, trans man, trans woman, trans masculine, trans feminine and neutrois.
- 2.10. **Transgender man** - A term used to describe someone who is assigned female at birth but identifies and lives as a man.
- 2.11. **Transgender woman** - A term used to describe someone who is assigned male at birth but identifies and lives as a woman.
- 2.12. **Transphobia** - The fear or dislike of someone based on the fact they are trans, including denying their gender identity or refusing to accept it. Transphobia may be targeted at people who are, or who are perceived to be, trans.

### 3. Implementation

- 3.1. The following steps have been recommended out of the work of the Snowsports Diversity and Inclusion Advisory Group to publicise this policy and promote the inclusion of trans and non-binary people in snowsport:
  - A copy of this document will be published on all three of the Home Nations Governing Bodies’ websites.
  - The Home Nations Governing Bodies will ensure that there are appropriate gender categories listed as part of their membership sign-up.

- The Boards of the Home Nations Governing Bodies will review their Policies and Documents to ensure that these are trans and non-binary inclusive.
- All new staff at the Home Nations Governing Bodies will be given information on how to be trans inclusive as part of their Inductions.
- Trans and non-binary inclusivity training will be arranged for the Boards and staff of the Home Nations Governing Bodies.
- Good practice guidance will be provided to member clubs on being inclusive to trans and non-binary participants.
- Research will be conducted to determine the degree to which Snowsport Disciplines are gender-affected.
- The policy will be reviewed annually with the view to improving the sustainability and transparency of the trans inclusion process in the future. In particular the use of case-by-case applications and the relevance of U12 rules.

3.2. Timescales for these actions are likely to vary between the Home Nation organisations.

#### 4. Competitions Entry

- 4.1. UK Sport Guidance (2021) sets out the difficulty in reconciling inclusion and fairness, particularly within the female field in gender-affected sport. The Home Nations Governing Bodies promote inclusion for all participation events and competition that sits outside of the “meaningful competition” definition.
- 4.2. The Home Nations Governing Bodies encourages organisers of local and non-seeded / championship events to be inclusive and not put barriers in the way of trans people participating in their preferred gender identity.
- 4.3. The Home Nations Governing Bodies are also in support of modified events and competitions where gender categorisation is not required.
- 4.4. An ‘open’ category where gender does not have to be specified is recommended as good practice.
- 4.5. In line with Government Guidance, recognising the rights of all parents and carers, it is recommended that consent is obtained from all of those with parental responsibilities for those young people under 16 when confirming entrance category ([Scottish Government, Supporting Transgender Young People in Schools](#)).

#### **Meaningful Competition**

- 4.6. For any event under the meaningful competition definition, fairness is then the first priority.
- 4.7. To ensure fairness the following are included for all U12 categories:
- A trans person may compete in any mixed gender competition in their affirmed gender or preferred gender identity and should be accepted as the gender they present, or in their preferred gender identity.
  - A transgender boy may compete in his affirmed gender in any boy’s or mixed gender competition.
  - A transgender girl may compete in any girl’s competition and should be accepted in the gender in which they present; and
  - Any individual identifying themselves as non-binary may compete in any boy’s competition and should be accepted by reference to the gender identity in which they present but may not compete in any girl’s only competition

- Competitors will not be permitted to change their affirmed gender or preferred gender identity for 12 months; i.e. if they have affirmed their gender or stated their preferred gender as a transgender boy, and compete in a boy's competition, all entries for competitions must be for boy's competitions for a 12 month period; if they have affirmed their gender or stated their preferred gender as a transgender girl, and compete in a girl's competition, all entries for competitions must be for girl's competitions for a 12 month period.

4.8. The following apply to all categories from U14 and above:

- Competitors wishing to compete in a category that differs from their assigned sex at birth must submit an application in writing, at least 6 weeks before their first competition to allow time for processing their application, to their respective Home Nations CEO.
- This application must state their assigned sex at birth, and brief details about why they wish to compete in a category that differs from their assigned sex at birth and any other information they feel is relevant. The CEO will, if necessary, ask for additional information and a meeting via Zoom/other.
- All applications will be treated in confidence and be considered on a case-by-case basis.
- If you require further information, please contact your respective Home Nations CEO.
- If the application is accepted, competitors will not be permitted to change their affirmed gender or preferred gender identity for 12 months after acceptance; i.e. if they have affirmed their gender or stated their preferred gender as a transgender man, and compete in a Men's competition, all entries for competitions must be for Men's competitions for a 12 month period; if they have affirmed their gender or stated their preferred gender as a transgender woman, and compete in a Women's competition, all entries for competitions must be for Women's competitions for a 12 month period.

### **International Olympic Committee (IOC) Policy**

4.9. The IOC has established a policy for the participation of trans people in sports competitions. For races and other competitions governed by IOC regulations, the Home Nations Governing Bodies recognises and welcomes the openness and fairness promoted by the IOC regulations. The Home Nation Governing Bodies Trans policy will be updated in the event of new policies being produced by the IOC or FIS. The relevant section can be found here:

<https://stillmed.olympics.com/media/Documents/Beyond-the-Games/Human-Rights/IOC-Framework-Fairness-Inclusion-Non-discrimination-2021.pdf>.

## **5. Complaints and Compliance**

- 5.1. The Home Nations Governing Bodies are committed to avoiding and eliminating discrimination of any kind in snowsport and will under no circumstances condone unlawful discriminatory practices. There is a zero-tolerance approach to bullying, harassment, abuse, or discrimination of anyone participating in our activities. We are concerned to ensure that individuals feel able to raise any bona fide grievance or complaint related to such behaviour without fear of penalisation.
- 5.2. We urge any person involved in our sport who has experienced transphobic abuse to report it immediately.
- 5.3. Grievances and complaints will be dealt with in compliance with the appropriate policies for the respective home nations.

- 5.4. Snowsport England - Complaints Policy or where appropriate Disciplinary Policy which can be found on the [Snowsport England Website](#).
- 5.5. Snowsport Scotland – Equality Policy and Bullying Policy which can be found on the [Snowsport Scotland Website](#).
- 5.6. Snowsport Wales – [Snowsport Wales website](#)
- 5.7. If participants require support, please contact your Club Welfare Officer or the relevant Home Nations Governing Body Safeguarding Lead.
  - Snowsport England - [welfare@snowsportengland.org.uk](mailto:welfare@snowsportengland.org.uk)
  - Snowsport Scotland Welfare Protection Officer – [veronica@snowsportscotland.org](mailto:veronica@snowsportscotland.org)
  - Snowsport Wales- [georgina@snowsportwales.net](mailto:georgina@snowsportwales.net)
6. External Support Organisations
  - [Mermaids](#) – support for gender-diverse young people and their families
  - [Gendered Intelligence](#) - support for young people
  - [Pride Sports](#) – working to support LGBT+ people in sport
  - [Stonewall](#) – Information and support for LGBT communities and their allies
  - [Equality in Sport](#) – Provides a wide range of equality-related material to assist sporting organisations become more equitable
  - [Gender Trust](#) – for those affected by gender identity issues
  - [GIRES](#) – UK organisation aiming to improve the lives of trans and gender diverse people of all ages including non-binary and non-gender.
7. Related Resources
  - [Understanding the Basics; Transgender Children and Youths](#)
  - [GBS Equality and Diversity Policy](#)
  - [Guidance for NGBs](#)