

KIRKBY LONSDALE HOCKEY CLUB

TRANS AND NON-BINARY PARTICIPATION POLICY



INTRODUCTION

This policy has been created to set out the position of England Hockey (EH) and KLHC regarding participation within hockey for male, female, **transgender** and **non-binary** players.

This Policy takes into account the publication of the Sports Councils' Equality Group (SCEG) Guidance in 2021.

Kirkby Lonsdale Hockey Club (KLHC) is committed to ensuring that hockey is accessible to everyone. This includes making sure there are opportunities for everyone to be able to participate and that every individual in the game is welcomed, valued and treated with respect. We pride ourselves on the open and welcoming community for people from different backgrounds in our sport, ensuring anyone wanting to experience hockey has the opportunity to do so. We want to make sure everyone, no matter what their identity or background, feels supported and involved in hockey.

LEGAL FRAMEWORK / GENDER-AFFECTED

We recognise the following legislative acts and our obligations under these acts:

Gender Recognition Act 2004

Equality Act 2010

In addition, the SCEG guidance released in 2021 provided practical advice and support for sports when dealing with **transgender** and **non-binary** participation in domestic sport.

Section 195 of the Equality Act 2010 allows separate sporting competitions to continue to be organised for men and women where the sporting activity is **gender-affected**. The Act also makes it lawful to restrict participation of **trans people** in certain competitions if it is necessary to uphold fair or safe competition, but not otherwise.

Current available evidence shows that hockey is considered a **gender-affected sport**, in that the physical strength, stamina or physique of average persons of one **sex** would put them at a disadvantage compared to the average persons of the other **sex**.

Competitive hockey requires the physical capabilities of strength, endurance, speed and acceleration as key factors for success. It must be noted that at the time of this review, the general evidence, and more specifically the hockey-based evidence, is still somewhat limited. As the evidence / research continues to develop we will review this policy if the position of England Hockey changes.

England Hockey are also committed to providing advice, guidance and support to the hockey community so that everyone is aware of their rights and responsibilities under this policy. This guidance can be found [here](#)

ELIGIBILITY CRITERIA Hockey Affected By This Policy (See Appendix A)

All hockey that is listed in Appendix A, will now fall into two categories of competition; a **Female** category and an **Open** category.

Female category:

- Participants recorded female at birth will be eligible to compete in the Female category.
- However, once a participant (whose **birth sex** is recorded as female) has commenced or undergone **transgender** hormone therapy then they will no longer be eligible to participate in the Female category in any of the competitions listed in Appendix A.

Open category:

- Participants who were recorded male at birth, are **transgender** or **non-binary**, or who were recorded female at birth (regardless of whether they have undergone hormone therapy) will be eligible to compete in the Open category.
- Participants will be unable to play across Female and Open categories in a single season (unless no longer eligible to participate in the Female category during a season).

Under 12s:

- **Trans** participants aged 11 or under may compete in the gender they identify as. Once a **trans girl** becomes 12, they will be unable to compete in the Female category. To be eligible to compete in the Female category in Under-12 competitions (or older) listed in Appendix A, a **trans girl** must be 10 or under on 31 August preceding the season of participation.

Mixed Hockey (EH Mixed Championships only):

- We currently offer a Mixed Hockey Championship which consists of a team of 11 players from a squad of 16. At any time during a match a team shall consist of a minimum of 5 outfield players who were recorded female at birth and are eligible for the Female category.

Hockey outside of this policy (See Appendix B)

We encourage all **trans** and **non-binary** participants to play in the competitions / formats referred to in Appendix B in the gender they identify as.

The exception to this will be where an organiser, whose event sits outside those listed in Appendix A, has obtained permission from England Hockey for their event to align with the competitions set out in Appendix A, adopting the Female and Open participation categories. In such cases, the eligibility criteria must be expressly stated in the event regulations.

For all events that are not within or aligned to Appendix A, no formal identity verification is required. Any formal identification for other events is managed via England Hockey.

Under no circumstances, regardless of whether the event is within Appendix A or Appendix B, should participants be challenged on their eligibility **during** an event. Any such behaviour or concerns should be reported to England Hockey in accordance with the process below.

DATA / PRIVACY / CONFIDENTIALITY

All information and documentation about a person's past or present gender status will be managed in accordance with our Data Protection policies, the data protection legislation in force at the time (e.g. General Data Protection Regulation / Data Protection Act 2018) and, where relevant, the Gender Recognition Act 2004.

We recognise that this is sensitive information and as such will treat it in strictest confidence, and only sharing it on a need-to-know basis, respecting at all times the participant's right to privacy.

COMPLAINTS / DISCIPLINARY / APPEALS

KLHC are committed to ensuring that any **transgender** or **non-binary** participant should be able to access and enjoy the sport without fear of discrimination, prejudice or harassment.

Such behaviours are wholly unacceptable and may be subject to disciplinary action under the EH Disciplinary Regulations and we would ask that such incidents are reported in to the Lead Welfare Officer in accordance with that process, or to England Hockey at trans.policy@englandhockey.co.uk.

DEFINITIONS

Birth Sex: The sex recorded at birth based on physical characteristics.

Gender-Affected Sport: A sport in which 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 as competitors in the activity.**

Gender Identity: A person's sense of self as a man, woman, non-binary person or other sense of gender (including no gender). A person's gender may match the sex they were recorded at birth, or it may be different.

Gender Reassignment: A person proposing to undergo, undergoing or having 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.**

Non-Binary Person: A person whose gender identity does not fit within a male/female binary.*

Sex: A biological or legal category where people are recorded as being either male or female, typically based on biological or physiological attributes.*

Transgender or Trans Person: A person whose gender is not the same as the sex that was recorded at birth.

Trans Boy / Man: A person who is recorded female at birth but identifies as male.

Trans Girl / Woman: person who is recorded male at birth but identifies as female.

Transphobia: A deliberate behaviour aimed at disrespecting a transgender person's identity or expressing irrational fears about transgender people.*

*(Definitions taken from * CIPD guidance, ** Equality Act 2010)*

APPENDIX A

Competitions affected by this Policy (source: England Hockey)

- England & GB international teams
- England Hockey Leagues
- England Hockey Championships (Mixed, Junior, Adult, Masters, County)
- Area Masters Championships
- Indoor Competitions & Super 6s
- All Talent System Competitions (Talent Academy and Junior County Hockey)
- Schools Championships (Tier 1-3)
- State School Festivals (U12 and above)
- U13 In2Hockey Schools Championships
- U12 In2Hockey Club Championships

Area

- Adult Leagues – Grades 1-5^{1 2}
- Area Adult Cup Competitions
- Area Junior Leagues & Competitions
- Area Indoor Competitions
- Area Schools Championships (Tier 1-3)
- Area State School Festivals (U12 and above)
- Area U12 & U13 In2Hockey Schools Championships
- Area U12 In2Hockey Club Championships
- Area Masters teams including inter-county activity

County

- County Adult Cup Competitions
- County Junior Leagues & Competitions
- County Indoor Competitions
- County Schools Championships (Tier 1-3)
- County State School Festivals (U12 and above)
- County U12 & U13 In2Hockey Schools Championships
- County U12 In2Hockey Club Championships
- Adult County Championship teams
- County Masters teams and Cup competitions

¹ Development teams entered into Area Grade 5 leagues will be covered by this policy regardless of EH Regulation 7.2.1 ² Any Hockey Wales or Scottish Hockey clubs that play in EH leagues will be covered by this policy regardless of Hockey Wales and Scottish Hockey policies on trans participation in hockey.



APPENDIX B

This is all hockey that isn't listed in Appendix A.