



BRITISHROWING

Trans and Non-Binary Inclusion Guidance

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TEAMWORK | OPEN TO ALL | COMMITMENT



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Trans and Non-Binary Inclusion Guidance for Clubs and Members

British Rowing is committed to promoting an environment in which rowing is accessible, inclusive and provides opportunities and enjoyment for anyone.

British Rowing has developed this guidance in respect of trans and non-binary people, which includes anyone whose gender identity, behaviour or expression is different to the gender assigned to them at birth and covers all aspects of the sport: rowers, employees, contractors, coaches, volunteers, and spectators.

The purpose of this guidance is to provide clubs and members with information, a basic understanding of terminology and empower them to apply good practice and support any trans and non-binary person in rowing.

To start with, here is an overview of some of the terminology you may come across:

Definitions

Cisgender or cis	A person whose gender identity matches the sex they were assigned at birth based on their sex characteristics.
Gender confirmation or gender reassignment	The Equality Act 2010 protects people defined with the 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. The Equality Act 2010 also covers someone who is referred to as a trans person as someone who is protected within the definition of Gender Reassignment.
Gender Dysphoria	Gender dysphoria is the medical term for the experience of discomfort or distress in your body, due to having a gender identity that does not align with your gender assigned at birth.
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.
Gender Recognition	A process a trans person may go through to have their gender identity legally recognised by the government.



- Non-binary** Someone who does not exclusively identify as a man or woman. A non-binary person may or may not identify as transgender.
- Pronouns** Pronouns are words that stand in place of a name such as she/her he/him they/them per/pers. If you are not sure what pronouns to use, offer your own pronouns first, and then use gender-neutral language.
- Transgender or Trans person** A broad inclusive term referring to anyone whose personal experience of gender extends beyond the typical experiences of those of their assigned sex. This can include:
- **Trans/transgender girl/woman**, A transgender girl/woman is a male-to-female transgender person who was assigned male at birth but has a female gender identity;
 - **Trans/transgender boy/man**, A transgender boy/man is a female-to-male transgender person who was assigned female at birth but has a male gender identity.

With the understanding of some of the terminology, the following points are considered good practice:

- welcome all trans people just as you would any other person.
- if asked, explain that there are no restrictions for trans people taking part in recreational rowing.
- respect the private and confidential nature of the trans person's situation.
- take your lead from the individual, ask their name, and use it.
- agree with the trans person what information is to be shared with others and, if this is necessary, how this should be shared. In general, no information should be shared unless express permission has been obtained from the trans person. Thereafter, British Rowing's [GDPR guidance](#) should be followed.
- ask the trans person what pronouns they would prefer to be used (see terminology) asking a trans person what pronouns they would prefer to be used in association with them can make a difference in helping them to feel comfortable in a new environment.
- ask the trans person if they have any specific requirements, and endeavour to facilitate these requirements where possible.
- support the trans person with their choice of changing facilities (more information about this below).
- encourage the trans person to feed back any inappropriate language or behaviour from other individuals so that it can be dealt with.
- ensure your club's Code of Conduct is publicised indicating a zero-tolerance policy towards all bullying/harassment including of people with protected characteristics.



Toilets, changing rooms and showers

When a trans or non-binary person joins a club, the club should offer a sensitive conversation to discuss what communal changing facilities they would prefer to use, as not every changing facility will have private cubicles. The law supports a club in making reasonable special arrangements.

A trans or non-binary person may be highly self-conscious when it comes to use of changing rooms and many prefer to refrain from using communal sports facilities where privacy is likely to be an issue. In addition, there may be trans or non-binary people who do not undergo gender reassignment surgery and will continue to present with secondary sex characteristics in their former gender.

Where a club has a range of facilities available, an inclusive club could consider not only gender segregated changing/toilet facilities, but also open spaces for mixed gender. Consider allocating some toilet, showers or changing cubicles as gender neutral spaces, or making privacy screens available which can be of benefit to anyone who wishes to have more privacy when changing.

Other possible options could be to stagger changing room times, but in a way that is sensitive and considered. Private and individual toilets, shower or changing cubicles may be welcomed by some trans people, however trans people should not be automatically asked to use a toilet as a changing room. If the club is carrying out outings on the water and there is a possibility of capsizing, also consider how to accommodate a trans person who needs to change into warm clothes in privacy.

The advice in this section is deliberately non-prescriptive and we encourage all clubs, through a meaningful conversation with the individual in question, to consider all available options.

In line with good safeguarding practice, British Rowing recommends that adults do not use the same changing facilities as children under the age of 18 unless there are separate cubicles. For more guidance on this, please see [section 10 of British Rowing's Safeguarding Handbook 3](#) – Club, training, and competition guidance.

Transgender and non-binary children – Guidance from the NSPCC

“Using gendered changing facilities can be a source of stress for transgender and non-binary children. Sport and activity providers should consider how to support these young people to use the changing rooms that they feel comfortable with. Your policies should reflect that decisions need to be made on a case by case basis, taking into consideration all children’s safety. For further information, see the NSPCC topic page on working with [LGBTQ+ children](#).”



Club Application Forms

To guide club membership forms and support inclusivity from the outset, British Rowing suggests adapting membership forms to ask:

- What is your gender: Male / Female / non-binary / I prefer not to disclose / I prefer to self-describe (type option)
- Does your gender match the sex assigned at birth? (yes/no)
- What are your pronouns: She/her, he/him, they/them, (type for other)

Doing this, it demonstrates that as a club you have a space for an individual regardless of their preferences, and they will feel welcome and included.

Competitions

British Rowing encourages inclusivity and innovation with competitions to reach new audiences. To this end clubs could consider organising competitions which are not segregated according to gender or offer more mixed racing opportunities. Competition Organisers may wish to explore introducing a third gender category.

British Rowing has developed a Trans and Non-Binary Inclusion Competition Policy and Procedures to set out the criteria under which trans and non-binary individuals can compete in events beyond private matches and inter-club competitions. This policy should be shared with a trans and non-binary individual so they can understand what is expected, and be in a position to decide in what category they would like to compete.

There is support available to understand the Trans and Non-Binary Inclusion Competition Policy and Procedures, individuals can contact British Rowing's [Equality Diversity and Inclusion Lead](#).

Education

Clubs are encouraged to share best practice with club members, regardless of whether they currently have a trans member. Clubs interested in improving diversity and inclusion could also consider organising education for their members.

For further support you can contact inclusion@britishrowing.org.



Other organisations and resources

In addition to the support available at British Rowing, the following organisations also provide documents and support lines available to anyone:

Equality in Sport

Resources and equality-related material to assist all sporting organisation become more equitable

<https://equalityinsport.org/>

Young Minds

Information and guidance for young people on gender and mental health

<https://www.youngminds.org.uk/young-person/coping-with-life/gender-and-mental-health/>

Information and guidance for parents about gender identity

<https://www.youngminds.org.uk/parent/parents-a-z-mental-health-guide/gender-identity/>

Leap Sports

Non-binary Inclusion Booklet

[https://leapsports.org/files/4225-Non-Binary Inclusion in sport Booklet.pdf](https://leapsports.org/files/4225-Non-Binary%20Inclusion%20in%20sport%20Booklet.pdf)

Pride Sports

Non-Binary People, Sport and Physical Activity Resource

<https://pridesports.org.uk/resources/>