



# Policy and Procedures for Transgender and Non-binary players in Rounders

## Introduction

#WeAreAllRounders

Rounders England is committed to ensuring that everyone is able to participate in Rounders. We aim to ensure that regardless of age, ability or disability, gender identity, marriage or civil partnership, race, religion or belief, sex or sexual orientation, socio-economic background, all participants:

- Have a positive and enjoyable experience of rounders in a safe environment
- Are protected from abuse whilst participating in rounders.

Rounders England has a responsibility to ensure that it provides fair and safe participation opportunities and protects the integrity of all competition categories, whilst also ensuring there is an opportunity for everyone to take part.

Rounders England will support all trans and non-binary people to participate in the sport as far as is possible in accordance with this policy.

This policy and guidance will be continually reviewed in line with any future research/evidence findings or changes in Government legislation.

In addition to those trans and non-binary players wishing to compete, Rounders England also has a responsibility to protect and support any members of staff, coaches, officials, volunteers or spectators, including those who may be perceived to be trans or non-binary, or any other people associated with them, such as family members.

We have established a set of behaviours and values that help guide us as an organisation and a sporting community. These will underpin everything we do, not only in delivering our strategy, but also to develop and showcase our personality and culture as a sport.

<b>WE ARE IN THIS TOGETHER</b> <ul style="list-style-type: none"><li>• We listen to and serve our community</li><li>• We bring people together</li><li>• We are the best we can be, together</li><li>• We reflect and act for our community</li></ul>	<b>WE ARE FOR ALL</b> <ul style="list-style-type: none"><li>• Equality and diversity is a givens</li><li>• We are open, inclusive and accessible to all</li><li>• We have fun getting active</li><li>• We are fair and respectful</li></ul>	<b>WE DO THE RIGHT THING</b> <ul style="list-style-type: none"><li>• We create a safe and trusted environment</li><li>• We are accountable through a sense of openness and honesty</li><li>• We take responsibility for our actions</li><li>• We deliver on our promises</li></ul>	<b>WE KEEP MOVING ROUNDERS FORWARD</b> <ul style="list-style-type: none"><li>• We are collectively ambitious</li><li>• We remain relevant and adaptable</li><li>• We are optimistic and promote progress</li><li>• We are brave</li></ul>
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## **1. Scope**

Rounders England has a zero-tolerance approach to transphobia, or any other kind of discrimination within the sport. Transphobia includes discriminatory language or behaviour directed towards anyone who identifies with being under the umbrella term of transgender.

Rounders England and its affiliated teams/clubs will ensure that any unacceptable behaviour and language is tackled effectively and appropriately, and sanctions are implemented to ensure compliance and the creation of a safe, inclusive, and welcoming environment for trans and non-binary people, which could include things like educational programs.

## **2. The Terms we use**

Rounders England is committed to keeping up to date with current language and terminology. A glossary has been provided at the end of this policy to provide terms and definitions on the language used throughout the policy and in the general public. We are committed to reviewing and updating this glossary regularly to ensure it is up to date with evolving language and terminology.

Language regarding trans and non-binary people and the challenges they face are evolving rapidly, and many terms may mean different things to different people. The definitions given in our glossary are the common, but not universal, understandings of these terms.

When working with trans and non-binary people, it is best practice to check with them what language and terminology they are most comfortable with.

## **3. Tackling Discrimination**

What does the Law say?

Current laws protect and support trans people in a number of ways. There are two key laws that apply:

- [The Equality Act 2010](#) provides protection against discrimination and harassment for those with the protected characteristic of 'gender reassignment';
- [The Gender Recognition Act 2004](#) is an act to make provision for and in connection with change of gender. It details that it is an offence for a person who has acquired protected information in an official capacity to disclose the information to any other person.



Rounders England has an equality policy that all members must follow to ensure that all individuals are treated fairly and equally, this is available on our website [here](#).

Rounders England will not tolerate any form of discrimination. All incidents of abuse should be reported to the Rounders England Lead Safeguarding Officer for them to be investigated. Rounders England will take every opportunity to be proactive in promoting equality in the sport.

#### **4. Domestic competitions**

Rounders is a non-contact sport and Rounders England endorses mixed and women's rounders competitions and activities; as such presently Rounders is not considered a gender affected sport as there are no safety concerns for any players, regardless of gender identity, wishing to take part in sanctioned rounders competitions, in training or friendly/recreational rounders.

Accordingly, you should accept, welcome and support trans and non-binary people in the identity they present in, and verification of their identity should be no more than that expected of any other player.

We start from a standpoint of inclusion, in the very rare occasions where there are genuine and substantive concerns about deception, we have safeguarding policies in place.

Our policy assumes that all players wishing to compete in sanctioned rounders competitions do so in good faith and with no intent to deceive about their status to gain any competitive advantage.

Should someone have a genuine reason to believe that there may be deception to gain a competitive advantage, or that there are genuine and substantive concerns about fair competition, they should refer their concerns to the Rounders England Lead Safeguarding Officer.

## **5. Talent Pathway, Talent Competitions**

We recognise that for some people the process of transition may start before joining the performance pathway or during it; we will work with each trans and non-binary person on an individual case-by-case basis to ensure that they know about the possible policy implications and are supported in their transition process.

Trans and non-binary players must ensure that the competition they choose to play in at domestic level is consistent with the player pathway they want to be considered for at national level.

### **Under 18**

Rounders England currently has a talent pathway in place for female players. Any person under the age of 18 years taking part in the talent pathway are eligible to compete in the National female category under the following conditions:

1. The player has declared that her gender identity is female.

### **18years+**

Trans women are eligible to compete in the National female category under the following conditions:

1. The player has declared that her gender identity is female.

We start from a standpoint of inclusion, in the very rare occasions where there are genuine and substantive concerns about deception, we have safeguarding policies in place. Our policy assumes that all players wishing to compete in sanctioned rounders competitions do so in good faith and with no intent to deceive about their status to gain any competitive advantage.

Should someone have a genuine reason to believe that there may be deception to gain a competitive advantage, or that there are genuine and substantive concerns about fair competition, they should refer their concerns to the Rounders England Lead Safeguarding Officer.

## **6. Toilets, changing rooms and shower facilities**

Most trans people can already access gender-specific facilities in line with their gender, as per the Equality Act 2010. Alongside gender-specific facilities, gender-neutral facility provision (where available) ensures that anyone who is more comfortable in non-gendered facilities have access to appropriate toilet, shower and changing room provision.

It is important to remember that not all trans people will want to use gender neutral facilities, Rounders England sees best practice as giving the freedom of choice. Due to different venues having different facilities available it is not always possible to offer people the facilities of their preference. For those who prefer gender-neutral facilities that are not available at the venue, it is best practice to offer access to their preferred gender-specific facilities, showers and changing rooms. Those whose preference is gendered facilities should not be only offered gender neutral facilities solely based upon their trans or non-binary identity unless there are only gender-neutral facilities available for everyone.

Everyone has different preferences about what would make them feel most comfortable, included, and safe when taking part. It is good practice to ask trans, non-binary and cis players, and all players for that matter, how you can best accommodate their preferences. In the instance that a person does not want to share a facility with someone due to solely their trans status, the trans person should be supported to continue accessing their facilities of choice, and the other person should be supported to find an alternative space to use that they feel more comfortable with.

## **7. Roles & Responsibilities for all**

All Rounders Teams/Clubs should:

- Treat all players, regardless of identity, with dignity and respect.
- Welcome trans and non-binary players just as you would any other new attendee or member.
- In domestic competitions accept trans and non-binary players in the identity they present; verification of their identity should be no more than expected of any other player.
- If asked, explain that there are no restrictions on playing in domestic rounders competitions or participating in training or informal matches.
- Respect the private and confidential nature of each person's situation.
- Take your lead on language from the person, ask their name and pronouns and use them. If you make a mistake, apologise and move on, and try hard not to make the same mistake again.

- Agree with the player how information is to be shared with others if this is absolutely necessary; this may include a change of name and title and this should be accommodated without prejudice or aggravation. This could be done through the designated Welfare Officer.
- Support the player to use toilet and changing facilities that best match their gender identity.
- Take prompt and decisive action against anyone in the organisation whose behaviour or language is inappropriate or offensive to or about trans and non-binary people. Disciplinary procedures should be employed to manage this.
- Ensure a Rounders England Code of Practice is publicised indicating your zero-tolerance policy towards all bullying/harassment/discrimination of people with protected characteristics.
- Do not make assumptions about any member's gender identity or related characteristics or stereotypes attached to that gender.
- Ensure all members adhere to Rounders England's policies and guidance documents (see website and membership platform for related documents)

## **8. Further Guidance & Resources**

Rounders England - <https://www.roundersengland.co.uk/safeguarding/>

Sport England - [equalityinsport.org/](https://equalityinsport.org/)

Gendered Intelligence - [genderedintelligence.co.uk/](https://genderedintelligence.co.uk/)

Pride Sports - [pridesports.org.uk/](https://pridesports.org.uk/)

Stonewall - [www.stonewall.org.uk](https://www.stonewall.org.uk)

## **9. Monitoring**

This policy will be reviewed following evidence gathering, a concern is received or on a bi-annual basis, whichever comes first or in the following circumstances:

- Changes in legislation and/or government guidance
- As required by the Local Safeguarding Children Board, UK Sport and/or Home Country Sports Councils
- As a result of any other significant change or event.
- This document will be published on the Rounders England website and publicised in appropriate communications.

Approved by Equality & Diversity Subcommittee and Ratified by the Rounders England board

Approved October 2023

### **Acknowledgements**

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# Glossary

## **Agender person**

Someone who does not have a gender identity/who considers gender identity irrelevant to their life is Agender.

## **Assigned gender/assigned at birth**

In this guidance we use the term 'assigned gender' to refer to the gender of male or female that someone was given at birth based on the genitals they had when they were born.

## **Biphobia**

Is an aversion toward bisexuality and toward bisexual people as a social group or as individuals.

## **Cis/Cisgender person**

Is a term for people whose gender identity matches their sex assigned at birth.

## **Gender affected sport**

A sport is a gender-affected sport if the physical strength, stamina or physique of average persons of one gender would put them at a disadvantage to average persons of the other gender as competitors in events involving the sport.

## **Gender fluid**

Not having a fixed sense of gender. A person who is gender fluid may consider themselves male at some times, female at other times, or may simply shift around a spectrum of masculinity and femininity.

## **Gender identity**

A person's innate sense of their own self as a man, woman, non-binary person, another gender/s or lack of gender, which may or may not correspond to the sex assigned at birth

### Gender neutral

Not biased toward (or designated as) any gender.

### Gender queer person

Someone who does not have an exclusively male or female gender identity and who challenges typical ideas of the gender binary.

### Gender reassignment

The 2010 Equality Act states "A person has the protected 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." In this context a process might include things such as changing name legally or socially, using new pronouns or title, and other social, legal and medical processes. For more information you can read the full legislation here: <https://www.legislation.gov.uk/ukpga/2010/15/section/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.

### Protected characteristic

Nine characteristics set out in the Equality Act 2010 in respect of which discrimination, harassment and victimisation are broadly unlawful. The nine characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, and sexual orientation. See also page 9 for more information on the legal framework that applies to trans people.

### Trans

The broadest most inclusive umbrella term for people whose personal experience of gender extends beyond the typical experiences of those of their assigned sex. This may include transsexual people, transgender people, non-binary people, gender queer people, cross-dressers and many other gender-related identities. Very similar in meaning to 'transgender'. Also commonly used as a prefix to indicate something relates to that subject, for example Trans issues, Trans inclusion, a trans support network. Trans is sometimes used to indicate that a very inclusive approach is intended, or that cis-gender allies are included.

### Transgender person

A broad term referring to people who cross or have crossed cultural gender boundaries. Amongst others, some transsexual people, non-binary people and cross-dressers may all consider themselves transgender people.

### **Transition**

Taking the journey from your assigned gender to the one you know yourself to be; may refer to social transition (changing name, clothes etc.), medical transition (hormones and/or surgery) or both.

### **Trans man/trans woman**

Some Trans people will describe themselves as a 'trans man' or 'trans woman', acknowledging their experience of being Trans. It's good practice to use the term that corresponds to the person's self-identified gender not their assigned gender. For example, a person who was assigned male at birth but who identifies themselves to be female will regard themselves as a woman or as a trans woman. It would be wrong and probably offensive to refer to this person as a man, or a trans man.

### **Transphobia**

A term for the range of antagonistic / prejudicial attitudes that may be held and/or expressed towards trans people, including hatred, anger, fear, intolerance, resentment, disgust or discomfort. This includes denying the trans person's gender or refusing to accept it. Transphobia may be targeted at people who are, or who are perceived to be, trans.

### **Transsexual person**

Usually someone who has reassigned or plans to reassign their gender distinctly and permanently from male to female or vice versa and who will typically have some or all of the available medical interventions to change their physical characteristics accordingly.