

# Transgender Policy

## FAQ

**Q: What is the background to the policy?**

A: Rounders is an inclusive and accessible sport. Rounders England, as the National Governing Body, is focused on doing the right thing to support our Rounders community, providing the tools and resources to ensure everyone can participate. Since 2020 conversations and consultations have taken place to develop a policy that is appropriate for Rounders as it exists in 2023. The policy will be supported with further evidence gathering through 2024 any updates will be made accordingly.

**Q: Can transgender players compete in Rounders?**

A: Yes (see policy guidance for further information)

**Q: What does this mean for transgender women?**

A: Transgender women who are the male sex at birth will be able to compete in any rounders activity as the gender they identify as.

**Q: What does this mean for transgender men?**

A: Transgender men who are the female sex at birth will be able to compete in domestic mixed rounders activity. Currently they will be unable to access the talent pathway.

**Q: When does the policy come into effect?**

A: Immediately. We are providing this guidance to ensure clarity of direction to the rounders community.

**Q: How will you implement this policy?**

A: Standing by our values, 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.

We will also seek to consult and learn from with other sports and national sports councils to establish a system that enables the regulation of the policy whilst respecting the privacy of individuals concerned.

This will be reviewed following a concern or on a bi - annual basis, whichever comes first.



**Q: What if other sports establish a different policy?**

A: We have looked at what other sports are doing. The Rounders England Board was resolute in its determination to establish a policy that is right for our sport in England specifically. We were keen to provide clarity and practical guidance to the whole rounders community. We will continue to consult and learn from other sports and national sports councils.

**Q: Who has been involved in the policy review?**

A: A working group was established with clear terms of reference:

- To oversee a rounders stakeholder consultation exercise, ensuring representation from all points of view
- Write one or more policy to govern the eligibility of transgender and non-binary individuals at all levels of the sport
- Produce guidance to event organisers, clubs, coaches and officials
- Establish protocols, procedures and resource requirements for the fair and consistent application of the policy/ies
- Identify any governance requirements needed for the fair and consistent application of the policy/ies, e.g. sub committees.

Accordingly, the group will continue to work on implementation and guidance.

**Q: What did the consultation involve?**

A: We delivered a comprehensive independent consultation process. The purpose of the consultation was to define the preferred or supported options of the Rounders England membership for categorisation into rounders activity in England.

The consultation took place during 2022-23 and consisted of.

- An online survey
- Focus groups: comprising of players, staff and invited sports organisations, advocacy groups, charities and academics
- One-to-one interviews

**Q: I am a member and didn't receive a survey?**

A: The development of this policy has been ongoing since 2020. Information accompanied our statement update on our policy review in 2022 that highlighted those members who had previously opted out of communications over email within their marketing preferences would need to update these to receive the survey, which was shared via email. Our statement was shared on our website, via email and on social media, to encourage all members to access the survey.



**Q: What about selection for Talent Pathway?**

A: Rounders England currently has a talent pathway in place for female players. Any trans or non-binary person wanting to access the talent pathway are eligible to be selected for the talent pathway.

**Q: What are the safety concerns related to this?**

A: Rounders is a game that can be played as women's and mixed; as such there are no safety concerns. Accordingly, you should accept people in the gender they present, and verification of their identity should be no more than that expected of any other player.

**Q: How will you ensure transgender participants and competitors have a good experience in rounders?**

A: Rounders England will not tolerate any form of discriminatory behaviour towards or from anybody within the sport and will deal with any such incidents through our usual disciplinary policies. Guided by our values, we aim to provide support and guidance to everyone within the rounders community to ensure every experience is a good experience. We will endeavour to ensure that capacity, resource and expertise is in place to support those delivering our sport in all of our settings, both competitive and non-competitive, provide a high-quality and inclusive experience for all transgender participants, both players and volunteers.

**Q: Will you change your policy in light of new scientific research?**

A: We will review this policy every two years, or sooner if necessary, to ensure we stay across the latest developments, while ensuring any policy can be implemented in a practical and meaningful way within our sport.

**Q: What political pressure was Rounders England under in developing this policy?**

A: Rounders England was not under any political pressure. The policy was developed over several months and was the culmination of research, discussion and consultation.

**Q: How can I raise a complaint relating to this policy?**

A: Please email any concerns or comments to [Safeguarding@roundersengland.co.uk](mailto:Safeguarding@roundersengland.co.uk) Following which Rounders England will aim to respond within 14 days with a response or an action plan to progress the complaint if necessary.

**Q: How will you make experiences for transgender players competing feel inclusive and how will you address transphobic behaviour?**

A: We will work with our stakeholders and community, including transgender participants to develop, review and amend our guidelines and policy to support event organisers and clubs on ensuring all players competing at events, from entry through to competition, have a positive, inclusive and safe experience. Rounders England urges any person involved with rounders who has experienced transphobic abuse to report it immediately. Please contact us via [Safeguarding@roundersengland.co.uk](mailto:Safeguarding@roundersengland.co.uk)



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