

# Hockey Wales Transgender Policy



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<b>Approved by</b>	Board of Directors
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### 1.1 Introduction

Hockey Wales is committed to ensuring that everyone is able to participate in hockey, that everyone is treated fairly, and that everyone has a great time when they take part.

Hockey Wales is also committed to confronting and eliminating discrimination, harassment and victimisation of any kind related to all protected characteristics in the [Equality Act \(2010\)](#); age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race (including ethnic origin, nationality and colour) religion or belief, sex and sexual orientation), as well as any other kind of discrimination on any other grounds, e.g. social class, economic status, education, first language.

Hockey Wales uses the terms 'trans' or 'transgender' as an umbrella term to describe those people who are included within the protected characteristic of gender reassignment. That means someone who's gender identity is different to the one they were assigned at birth, i.e., they have transitioned to having a different gender to the one they were associated with when they were born.

Hockey is a gender affected sport and so Hockey Wales has a duty to regulate and ensure fair and safe competition accordingly.

## 1.2 Policy Statement

Hockey Wales has a clear policy with regards to trans hockey players.

*Any trans person is permitted to participate fully, i.e., train, play in informal matches or play in hockey competitions, in their affirmed gender at any age. Verification of their gender should be no more than is expected of any other player.*

*The only restriction is that for players in the performance pathway seeking to train and challenge for a position in a national squad should meet the criteria set out by the FIH. This applies from under 16 National Age Group Squads (NAGS) as this is the point from which FIH sanctions international competition.*

### *FIH Transgender Policy Statement:*

*With due regard to the element of fair play, FIH, as a gender-affected sport, aims to allow transgender athletes the ability to compete at the highest level. FIH recognises the fact that decisions about participation must be taken on an individual basis as the integrity of men's and women's Hockey must be respected.*

## 1.3 Changing Facilities

Trans people should be supported to use the changing and toilet facilities that best match their gender identity.

Some trans people may not feel comfortable using gendered changing and toilet facilities and may prefer to use somewhere gender neutral, i.e., an accessible changing space. Work with sport venues to support the trans person to use the facilities they feel most comfortable with.

Discuss with the trans person how the club can best support them to feel safe and included whilst around other people in these situations, i.e., pre-match briefings etc.

In line with good safeguarding practice, it is recommended that adults (unless they are the parents) do not use the same changing facilities as children under the age of 18 unless there are separate cubicles. If this cannot be avoided due to the nature of the facility it is recommended that all participants come ready changed for their hockey activity.

## 1.4 What language to use

We understand that acceptable terminology changes on a frequent basis and in addition to the below table of terms, please refer to [Stonewall's glossary of terms](#) for the most up to date suitable terminology.

Preferred Terms	Avoid
<ul style="list-style-type: none"><li>- Trans</li><li>- Tran person</li><li>- Transgender, transgendered person</li><li>- Trans man, boy or male</li><li>- Trans woman, girl, or female</li><li>- He, she, him, her, his, hers</li></ul>	<ul style="list-style-type: none"><li>- She-he</li><li>- He-she</li><li>- Tranny</li><li>- Transexual</li></ul>

## 1.5 Complaints and Compliance

If there are challenges raised around a person's gender identity or their participation in the sport, this policy should be used to negate those concerns. If complaints continue, these should be raised with Hockey Wales in accordance with the [complaints procedure](#).

If there are challenges raised around any other issue concerning a trans person participating in a club environment, these should be handled sensitively and appropriately within your club.

As previously stated in this policy; discrimination, harassment or victimisation of any kind relating to transgender people, or any other characteristic will not be tolerated.

## 1.6 Code of Conduct for Member Clubs / Organisations

All hockey clubs/associations should:

- Treat transgender people with dignity and respect, as you would anyone else.
- Welcome trans participants just as you would any other new attendee or member.
- Accept trans people in the gender 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 hockey competitions or participating in training or playing in informal matches.

- Respect the private and confidential nature of the person's situation and to not share their status or information with anyone else unless you have their permission to do so
- Agree with the trans person how information is to be shared with others if this is necessary.
- Support the trans person with their choice of changing facilities and toilets.
- Take prompt and decisive action against anyone whose behaviour or language is inappropriate or offensive to or about trans people. Use your disciplinary procedures to manage this and make Hockey Wales aware if appropriate
- Ensure a Code of Conduct is publicised indicating your zero-tolerance policy towards all bullying/discrimination/harassment of people with protected characteristics.
- Ensure that any training you undertake with regards to equality is inclusive of trans people.

## 1.7 Monitoring and Evaluation

Hockey Wales will continue to review this policy at least every 12 months in line with any changes at FIH level, any changes in UK equality legislation, or any new research produced around transgender people's inclusion in sport.

### Further Information

For further information about any aspect of the Hockey Wales Transgender Policy, please contact:

Hockey Wales, Sport Wales National Centre, Sophia Gardens, Cardiff, CF11 9SW



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