



**SCOTTISH
PARA-FOOTBALL**

Transgender in Domestic Competition

This policy is written to underpin both Scottish Para-Football as well Para-Football Game Leader Organisations who are members of Scottish Para-Football. Therefore this policy will be adopted by each individual Para-Football Game Leader Organisation. If your concern relate to Scottish Para-Football please contact the National Office. However if your concern relate to a Para-Football Game Leader Organisation please contact their Committee directly.

Purpose

- 1.1 Scottish Para-Football is committed to supporting the inclusion of a wide and diverse range of players this includes those players who identify as Transgender (which includes non-binary people)
- 1.2 Football is a gender affected sport in which the physical strength, stamina and/or physique of an average person of one sex puts them at an advantage or a disadvantage to an average person of the other sex as competitors in a football match. Accordingly, the Scottish Para-Football has produced this policy to manage enquiries from, or about, transgender people who wish to be registered for the purpose of participation in domestic association football in their affirmed gender.
- 1.3 This policy governs participation in domestic football and competitions governed by the Scottish Para-Football or Para-Football Game Leader Organisations. It does not govern.
 - a) Participation in any football or domestic competitions that are not governed by the Scottish Para-Football / Para-Football Game Leader Organisations; or
 - b) International football; or
 - c) International competitions governed specific Para-Football International Associations
- 1.4 In many aspects of Scottish Para-Football competitions are mixed gender, in this case competitions should be administered as they are currently, however when gender is mixed the policy should be adhered to.

Principles

- 2.1 Scottish Para-Football is committed to the principles of equality in sport. It aims to ensure that all people within football, irrespective of their age, gender reassignment, disability, marriage or civil partnership, pregnancy, maternity or breastfeeding status, race (including ethnic origin, nationality and colour), religion or belief, sex, social status or sexual orientation, have a genuine and equal opportunity to participate in football at all levels and in all roles.
- 2.2 Scottish Para-Football will ensure that there is open access to all those who wish to participate in any aspect of football activities and that they are treated fairly, equally and with respect.
- 2.3 Under current UK legislation, football, as a gender-affected sport, may be regulated by the Scottish FA in respect of the participation of a transgender person; Scottish Para-Football is also

responsible for regulating the participation of persons as competitors in association football matches to ensure fair competition and having due regard for the safety of all competitors.

- 2.4 Scottish Para-Football wishes to try, as far as is possible, to permit transgender people to compete in their affirmed gender while balancing this with its role in providing fair play and competition and protecting the integrity of women's and men's competitions.
- 2.5 In addition to those wishing to compete, it also has a responsibility to protect those who may be staff or spectators, and who may be transgender people, or perceived to be so, or associated with them, such as family members. However this particular document focusses only on players, or would-be players, in domestic football competitions. To better support Transgender people and people associated with them a club should consider this group when updating and creating policies such as codes of conduct, disciplinary and reporting mechanisms.

Terminology

- 3.1 This policy uses a number of terms associated with transgender people and football. We recognise that there are considerable differences in those that are used, and we have adopted the following terms.

3.1.1 *Transgender person*

The term transgender person or trans person are umbrella terms to cover a number of specific terms such as transgender men, transgender women, non-binary people, androgyne and polygender people. This is not the same as a cross-dresser, or transvestite people, nor is it the same as sexual orientation.

3.1.2 *Gender reassignment*

Gender reassignment is one of a number of protected characteristics defined in the Equality Act 2010 and is the process of transitioning from one sex to another. Gender reassignment is a personal, social and sometimes medical process, by which a person's gender appears to others to have changed. This legislation prohibits discrimination against a person who is proposing to undergo, is undergoing or has undergone a process, or part of a process, for the purpose of reassigning their sex.

- 3.2 The reassignment of a person's gender may include undergoing medical gender reassignment treatments. However, it is not necessary for somebody to have undergone medical treatment in order to have the characteristic of gender reassignment. A transgender person may be proposing to undergo, be in the process of undergoing or have completed a reassignment of their sex. Gender reassignment is a personal process (that is, moving away from one's birth sex to the preferred gender), rather than a medical process.

- 3.3 We use the term 'affirmed' or 'acquired gender' to describe the sex that the person has transitioned/is transitioning to as opposed to that which was assigned at birth.

Policy Terms

4.1 Scottish Para-Football has adopted the following policy with regards to eligibility for the purpose of participation by male or female transgender people in domestic competitive football:

4.1.1 All enquiries will be passed to Scottish Para-Football Secretary or relevant Para-Football Game Leader Organisation. a specialist medical group appointed by the Scottish Para-Football. All enquiries and any supporting evidence provided will be handled sensitively and confidentially and anyone involved will understand the confidentiality obligations that are associated with handling such a matter and in line with the General Data Protection Regulation (GDPR) and, where relevant, the Gender Recognition Act 2004.

4.2.2 The Company Secretary will pass applicants' details to Scottish Para-Football Medical Consultant/Advisor who will request appropriate medical information from the applicant which the applicant will obtain from their GP/hospital Consultant. Scottish Para-Football Medical Consultant/Advisor may contact the applicant to access additional information and, with their consent, speak directly to the applicants GP/hospital Consultant. Having reviewed the medical information provided Scottish Para-Football Medical Consultant/Advisor will communicate a decision to Scottish Para-Football Company Secretary for communication to the applicant.

Affirmed gender	Domestic competition run under the auspices of The Scottish FA and in accordance with its regulations and policies	Eligibility to compete
Transgender male – over 16 (female-to-male transgender person)	May compete in his affirmed gender in male domestic competition if his blood-measured testosterone level is within the range of his affirmed gender and this is confirmed annually by a suitably qualified medical representative appointed by the Scottish FA Or If he has not started hormone treatment he can play in any female domestic competition	The Transgender male (and his legal guardian if under 18) must; Disclose sufficient information from his GP and / or Consultant to the Scottish FA to ascertain that hormone therapy has been administered in a verifiable manner This information is to demonstrate that the blood measured testosterone level of the participants are within the range of his affirmed gender for an appropriate length of time and that is in line with any anti-doping regulations Hormone – related treatment may need to be verified annually to ensure its validity
Transgender male – under 16 and post-puberty	May compete in any male or mixed-sex domestic competition subject to age eligibility and subject to an individual case-by-case review undertaken by the Scottish FA. This will be reviewed each season Or If he has not started hormone treatment he can play in any female domestic competition	The Scottish FA will undertake an individual case – by case review. This will involve a review meeting with the Transgender boy, his legal guardian and a representative from the Scottish FA
Transgender male – pre-puberty	May compete in any male domestic or mixed-sex competition subject to age eligibility and subject to confirmation of his stage of pubertal development	Must be accepted in the gender he presents. Verification should be no more than that expected of other players
Transgender woman – over 16 and post-puberty (male-to-female transgender person)	May compete in female or mixed-sex domestic competition by providing evidence that her hormone therapy has brought her blood-measured testosterone levels within the range of her affirmed gender Or If she has not started hormone treatment she can play in any male domestic competition	The Transgender female (and her legal guardian if under 18) must: Disclose sufficient information from her GP and / or Consultant to allow the Scottish FA to ascertain that hormone therapy has been administered in a verifiable manner or the date of her gonadectomy and that a medical representative deems that this has minimized any gender-related advantages in competitions. This information is to demonstrate that the hormone treatment will have reduced her blood measured testosterone level to that of the affirmed gender for an appropriate length of time and that this is in line with any anti-doping regulations. Hormone- related treatment may need to be verified annually to ensure its validity
Transgender girl – under 16 and post-puberty	May compete in any female domestic or mixed-sex competition subject to age eligibility and subject to an individual case-by-case review undertaken by the Scottish FA. This will be reviewed each season Or If she has not started hormone treatment she can play in any male domestic competition	The Scottish FA will undertake an individual case-by-case review meeting with the transgender girl, her legal guardian and a representative from the Scottish FA
Transgender girl – pre-puberty	May compete in any female or mixed-sex domestic competition subject to age eligibility and subject to confirmation of her stage of pubertal development.	Must be accepted in the gender she presents. Verification should be no more than that expected of other players

- 4.2.4 In the event of an appeal by the applicant, Scottish Para-Football Company Secretary will appoint an independent, appropriate medical expert to review the application. Scottish Para-Football decision regarding the appeal will be final.
- 4.3 A person shall not be entitled to play football matches in their acquired gender until such time as they have provided evidence that the criteria set out above have been met to Scottish Para-Football satisfaction.

Dispute Process

In the event that the gender of a players is questioned by an Official, League Official or Member Club, Scottish Para-Football will work with said individual to undertake a sensitive and confidential review of their circumstances and shall have the authority to take all appropriate measures for the determination of the gender of a player, if it considers that there are grounds to do so. The Scottish FA will only consider reasonable requests which are put formally in writing and signed, setting out clearly the grounds on which they are based.

Document Control

Document Details

Author	David McArdle
Company Name	Scottish Para-Football
Owning Department	Scottish Para-Football
Document Name	Transgender in Domestic Competition Policy
Version Date	Feb 2019
Effective Date	May 2019
Issue	1
Review Date	Jan 2021

Change Record

Modified Date	Author	Version	Description of Changes

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