

Gender Diversity Policy

(Dated 11/5/25)

1. Introduction

East Glos Club is committed to creating a safe, inclusive, respectful, and welcoming environment for all members, staff and visitors, regardless of gender identity. This policy outlines the Club's approach to ensuring that gender diverse individuals are treated fairly, with dignity and are given equal opportunity to participate in all aspects of the Club's activities. It is primarily aimed at transgender and non-binary individuals, based on the Sports Councils' Guidance for Transgender Inclusion in Domestic Sport.

2. Definitions

"gender diverse" - an umbrella term encompassing individuals whose gender identity, expression, or perception doesn't align with traditional male/female binary norms; in addition to transgender and non-binary, it also includes genderqueer and intersex.

"gender identity" – an individual's self-identified gender; a person's internal sense of their own gender, which may or may not align with the sex they were assigned at birth.

"transgender" – an individual whose gender identity, or expression or behaviour, does not conform to that typically associated with the sex to which they were assigned at birth.

"trans man" – an individual who was assigned female sex at birth but now has a male gender identity; they may choose to undergo social & medical transition to align their appearance & expression to their male gender identity.

"trans woman" - an individual who was assigned male sex at birth but now has a female gender identity; they may choose to undergo gender-affirming steps to align their physical appearance with their female gender identity.

"non-binary" – individuals whose gender identity does not sit comfortably as male or female; some may identify with certain aspects of male and/or female, and others may reject binary identities entirely.

"biological sex" - refers to the physical characteristics (including chromosomes, reproductive organs, and hormones) that differentiate individuals as male, female, or intersex; it is distinct from gender identity.

3. Club Support for Individuals

The Club will offer confidential guidance and support to transgender and non-binary individuals at all times, including new or current members, visitors and staff. The Club applies the general guidelines below and takes account of reasonable views and requirements of all individuals. These guidelines apply to adults, any issues with juniors will normally be covered by our Safeguarding Policy. If necessary, the Club Manager plus a Board Director will consider any exceptional circumstances and take appropriate actions/decisions.

4. Participation in Sports and Activities

East Glos Club supports gender diverse individuals participating in all sports and activities within the Club, observing their preferences and confidentiality. The Club follows Lawn Tennis Association guidelines for Transgender & Non-Binary Individuals Policy, as well as Transgender guidance issued by England Squash.

4.1 Social and Recreational Play (within East Glos control)

- a) Social and recreational play should be supportive and inclusive, with no restrictions based on gender identity or expression.
- b) Transgender and non-binary individuals are free to participate in any group, match or coaching course that corresponds to their gender identity.

- c) However, a transgender woman or non-binary individual should be aware that, if they also play in competitive matches, they may be required to play in a gender category different to the one chosen for social & recreational play (as in 4.2 below).

4.2 Eligibility for Gender Segregated Play (internal competitions and external Club team matches)

The Club recognises that individuals assigned male sex at birth may have physiological advantages (eg. speed, strength, or endurance) that could affect outcomes in some competitive contexts. The following rules have therefore been adopted and apply to both transgender and non-binary players.

- a) All transgender or non-binary players will be eligible to enter mixed or open singles competitions.
- b) Players assigned as male sex at birth (including both trans women and non-binary individuals) will only be eligible to compete in men's categories and as the male in mixed doubles. This ensures that these individuals do not gain any potential competitive advantage due to their male physiology.
- c) Players assigned as female sex at birth (including both trans men and non-binary individuals) will be eligible to compete in either men's or women's categories, and as either the male or female in mixed doubles. They will be asked to select which category at the outset and remain with that choice. Although a trans man is completely free to play in either category, it would be more usual for them to select the men's category since they identify as male.
- d) For some external competitions especially at higher levels, consultation with the competition organisers may be required to determine if their eligibility rules are different. This applies in particular for juniors or players who have undergone certain types of gender altering medical treatment.
- e) If necessary, the Club will work with both the LTA and England Squash to ensure that transgender and non-binary individuals are not unfairly excluded from play, while maintaining the integrity and fairness of competition within the Club.

5. Access to Facilities

General Club facilities are available to all gender diverse members, staff and visitors. However, all users of changing and toilet facilities should feel comfortable and secure; it is accepted that some people may have some reservations about the presence of individuals of the opposite biological sex and/or gender identity. The Club therefore has applied the rules below (as per Equalities & Human Rights Commission guidance).

- a) Communal male or female designated changing rooms and toilets are only available to individuals who identify with their assigned gender at birth. Therefore, this excludes all transgender and non-binary individuals.
- b) The Club currently has a single disabled toilet / baby / shower / changing room; this will be re-badged as a gender-neutral facility and will also be available for use by transgender and non-binary individuals.
- c) Transgender and non-binary players will not be prevented from wearing clothing or footwear that aligns with their gender identity, on court and in the clubhouse in any circumstances, providing it complies with Club dress codes.

6. Privacy and Confidentiality

The Club will respect all privacy and confidentiality matters relating to gender diverse individuals.

- a) Transgender and non-binary individuals will be asked to disclose their gender identity and assigned sex at birth to the Club, solely for the purposes of determining fair competitive play and access to facilities as described in this policy.
- b) They are expected to answer truthfully but need not tell anyone else unless they choose to do so. They will not be asked to produce legal or medical documentation in normal circumstances.

- c) If a transgender or non-binary individual participates in gender-segregated play where their gender identity is different to the category gender, they will be asked to give permission to the Club to disclose their birth gender so that an explanation can be given to fellow competitors.
- d) The Club will protect the confidentiality of any information related to gender identity or medical transition. Any disclosure made by any individual will be handled with the utmost sensitivity, and only relevant parties (such as staff, Board/Committee members or coaches) will be informed if needed for safety or support purposes.
- e) Any such information will be stored securely and will only be shared with the individual's consent or in situations where it is legally required.

7. Harassment and Complaints Procedure

The Club has a zero-tolerance policy towards all harassment, bullying or discriminatory behaviour; this equally applies to any gender related issues.

- a) Any individual who feels they have been subject to harassment or discrimination is encouraged to report the incident immediately to the Club Manager or a Board Director.
- b) This will then be dealt with as per the Club's Complaints and Disciplinary Procedure, which allows for formal reporting of issues and ensures that all complaints are investigated fairly and confidentially.
- c) The Club will provide support for gender diverse individuals throughout any complaints process and will take appropriate action to address any incidents of discrimination.

8. Policy Review and Updates

This policy will be reviewed regularly and updated so that it remains in line with best practices and reflects changes in law and sport regulations. Feedback is welcomed from members to ensure that this policy continues to meet needs and fosters an inclusive environment for gender diverse individuals.

Relevant awareness training will be provided to promote understanding and respectful engagement on gender diversity. Please note that the Staff Handbook also covers transgender policy for Club employees.