

# Trans Inclusion in Sport Strategy

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*This strategy has been compiled with assistance from Falmouth & Exeter Students' Union, University College London Union, Warwick Students' Union and the National Union of Students (NUS).*



## Background

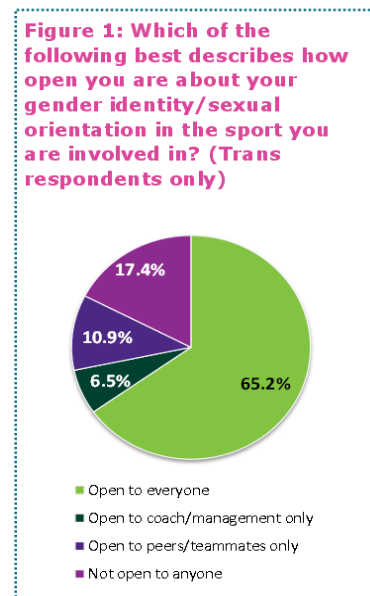
At ARU Students' Union's (SU) Student Council, students passed a policy mandating the SU to campaign for trans inclusion in sport. Particularly:

- To make sure all sports teams are aware that they should expressly include LGBT+ students in sport with the Students' Union and Active Anglia
- To provide readily accessible information on transgender participation in sport
- To ensure our sports teams actively include LGBT+ students in sport
- To provide the Sports Club reps, LGBT+ Student Reps and the Trans\* Student Rep with information, training and support to be able to champion and deliver on this policy

ARU Students' Union believes, as the NUS do, that all trans students should be able to compete in student sport as the gender with which they identify.

## Research

Research has been taken from *Out in Sport: Supporting Trans Students in Sport (NUS)*<sup>1</sup>, *Include and Inspire: Sport and Fitness Services in Higher Education (Equality Challenge Unit)*<sup>2</sup> and *#TakeAStand Campaign (BUCS)*<sup>3</sup>.



Trans students in NUS' research indicated that they were sometimes prevented from participating in sport by a lack of clarity over whether they were eligible to participate in sports in their current gender identity.

Sport in an educational setting is just as much about personal development as it is about competition. Through sport, student athletes develop leadership, teamwork, and other skills which not only enrich students' lives but also lead to greater employability and prospects for the future.

Students' unions and institutions also have to consider equalities implications and the value of inclusivity as part of their activity.

There are a number of benefits to ensuring that trans students feel welcome and included in participating in all levels of sport. As the Equality Challenge Unit research points out in relation to sport services in higher education, an inclusive approach to sport services can have

<sup>1</sup> <http://www.nusconnect.org.uk/resources/out-in-sport-supporting-trans-students>

<sup>2</sup> <http://www.ecu.ac.uk/publications/include-and-inspire-sport-and-fitness-services-in-higher-education/>

<sup>3</sup> <http://www.bucs.org.uk/page.asp?section=18789&sectionTitle=What+is+%23TakeAStand%3F>

many benefits, including offering a competitive service and helping to meet the requirements of the Equality Act 2010.

## Goal 1

*We will equip our sports committees to be actively inclusive of trans students and aware of the discrimination they may face in sport.*

### Milestones

1. Tailor training on trans issues in sports to include the most relevant information. Introductions to trans issues often focus on identity and what it means to an individual to be trans, however this might not be all the information needed. Things that might be important to include are:
  - what is required to compete on a gendered team in their sport;
  - what happens if a student starts to play on a gendered team, and then realises they are not of that gender;
  - that some students wear chest compression vests, affecting their aerobic capacities;
  - that some students might need more privacy when getting changed;
  - that some students might need time off from playing to have operations;
  - that some students do not use the pronouns that people might assume to look at them.
2. Ensure that the training of sports committees empowers them to point out transphobia and encourage active inclusion of trans students through campaigns or speaking to representatives and societies that specifically work with trans students.
3. Encourage committees to be inclusive of trans students in sport through website profiles, taster sessions and social media profiles.

## Goal 2

*We will continuously strive for all students feel safe competing in university sports and make students aware of what is acceptable behaviour in this environment.*

### Milestones

1. Make it clear to student committees what constitutes discrimination, bullying and harassment of trans students and the importance of communicating this to members.
2. Create a clear, online route for reporting discrimination in sport to Active Anglia and the Students' Union.
3. Provide training for members of staff that work with sports teams and clubs on equality and diversity, particularly on trans issues, and on working effectively on any equality and diversity problems that may arise.

## Goal 3

*We will actively support the needs of trans students to participate in university sport.*

### Milestones

1. Support the SU in implementing their Gender Neutral Toilets policy.
2. Support and participate in student campaigns on inclusivity in sport.
3. Encourage sports clubs and committees to take the BUCS #TakeAStand pledge.