

Top 10 tips to make sure your club or organisation is trans-inclusive

Transgender people make up 1% of the general population and with 41% of trans young people stating that they would not join a sports club, there is a real need for sports and recreation organisations to have a better understanding of how to make their environment more trans inclusive.

These top tips are from our Alliance Learning Week podcast on: *Transgender Participation – top tips for being trans-inclusive*, which discusses how sport and recreation organisations can create an inclusive culture, specifically for trans people. The podcast covers current legal guidance and features practical advice for providing an accessible and inclusive environment for trans people.

1. Organisations should familiarise themselves with the Equality Act 2010 and how the legislation protects people with the characteristic of gender reassignment to give them access to goods, services and facilities. Gender reassignment is defined as a person who is proposing to undergo, is undergoing or has undergone a process for the purpose of reassigning their sex by changing physiological or other attributes of sex.
2. Sport and recreation organisations need to make sure that there is an equal and fair playing field. They should consider the physical advantages and take necessary precautions to allow for safe participation.
3. There is guidance available for organisations around eligibility in a competitive environment – which can be found on the [UK Sports Councils website](#) (please note this information is due to be updated)
4. When considering how to make an organisation more welcoming and accessible to trans people, try and get as many people, with different roles, including trans people, around the table to make sure all considerations are taken into account.
5. Focusing on good customer service policies and procedures will make sure that organisations have a culture which is welcoming and inclusive.
6. Organisations should respect the gender identity of a person.
7. Sport and recreation organisations should make sure that there is a safe place for conversations to take place (if needed) about how to make sure that a trans person has a positive experience.
8. Educating staff and facilitators, such as lifeguards and participants, is crucial to make sure that good practices are in place to make an organisation or programme inclusive.
9. Organisations should take the same approach to thinking about how to engage trans people in sport and recreation as any other underrepresented group, such as women and girls or disabled people.
10. Trans people often seek advice through the internet so it is important that messaging on websites and social media makes them feel wanted and welcome.

You can listen to the full podcast from Alliance Learning Week [here](#) and we will also be continuing the discussion of *Ethics Equality and Diversity* at the [2017 Sports Summit](#).