

# **RYA**

## **Guidance:**

### **Trans and Non-binary inclusion in sailing and boating.**

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## Introduction

The Royal Yachting Association prides itself on becoming an increasingly diverse and inclusive National Governing Body, therefore it is important for us to acknowledge, appreciate and raise awareness of the ways that we can support and promote inclusion and equity for people with different identities who are involved with sailing and boating.

At the Royal Yachting Association, we actively support our community of members, affiliated organisations and other stakeholders to become increasingly aware and inclusive of the diverse range of people within our community and the world that surrounds us. The RYA are striving to empower our community in ways that enable all people regardless of their age, gender identity, sex, sexuality, ethnicity, race, disability, pregnancy or paternity, and socioeconomic status to access the sport and hobby that we all enjoy.

Although a variety of elements of sailing, boating and water sports are inclusive of gender identities, in some instances people with differing gender identities are affected by rules, regulations, and procedures through gendered racing categories, awards, and facilities. People who are trans<sup>1</sup> or non-binary are affected through lack of awareness, visibility, and inclusion. Through providing more guidance, education and awareness of individual differences, such as Gender Identity, we can aim to allow sailing and boating to be more inclusive and accessible.

## Purpose

This guidance is for any individual who is associated with the RYA, including internal and external members of staff, RYA members, RYA Sailability Centres, and RYA Affiliated clubs, class associations and recognised training centres and aims to provide guidance towards becoming inclusive and welcoming for people who are trans or non-binary.

The research conducted by Outsport in 2019 reports that 54% of people who are trans and non-binary who participate in sports feel excluded and have stopped participating in one way or another because of the discrimination that they have faced. [Review into Transgender Inclusion in Domestic Sport in the UK | Pride Sports](#)

In addition to this, the Government Equalities Office estimates that there are around 200,000-500,000 people who identify as being Trans and Non-binary in the UK. Whilst in comparison with the overall UK population, this equates to around 1%, yet it is still important to raise awareness and be well informed of the ways in which we can include, remove barriers, accept and welcome people who are Trans or Non-binary into our community. [Trans people in the UK \(publishing.service.gov.uk\)](#)

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<sup>1</sup> For the purpose of this document, the terms "Trans and Non-binary" act as umbrella terms for the following identities:

Transgender Female, Transgender Male, Transsexual, Transgender, Gender Fluid, Agender, Demigender, Bigender, Pangender, Polygender, Genderqueer - (this list is not limited to these terms, as the nature of gender identity is so broad).

The following document aims to provide support for RYA affiliates, stakeholders and colleagues to feel confident in their advocacy for inclusion and acceptance for people who are trans and non-binary in our sport and recreation.

## Equality Act 2010

Being trans is a protected characteristic by definition of *Section 7: Gender Reassignment* of the [Equality Act 2010](#)<sup>2</sup>.

As per section 7 of The Equality Act 2010, anybody who proposes to, starts to, or has completed a process to change their gender identity is protected from direct or indirect discrimination, harassment or victimisation. To change their gender, a person does *not* need to be under medical supervision, they also do *not* need to receive any form of medical treatment<sup>3</sup>.

Some people who are trans live in their affirmed gender without undergoing any medical procedure. Others have treatments such as hormone therapy, and some undergo reconstructive surgery. This is because changing gender identity or physical appearance is a personal and social process and does *not* need to be medical.

## Gender Identity

The term *gender identity* is used to describe the way in which we express how we individually relate to gender expression, such as androgyny, femininity and masculinity – but also how we feel that our inner identity connects with the sex that we were born with.

Some people feel that they should be female, others feel that they should be male. Some people may feel that their gender identity cannot be defined by a specific category, this would mean that a person identifies as being non-binary because they don't feel that they fit into the binaries of being male or female. The nature of gender identity is so broad and not one person's self-identity will be the same to the next.

It's a common misconception that gender and sex are the same, below are the definitions to take into consideration:

**Sex**<sup>4</sup> is a characteristic that is defined by physical anatomy. Usually assigned at birth, an individual is labelled female, male or intersex.

**Gender** is described as the ways in which we express our social, emotional, psychological, and cultural identity. Gender is different to sex because it is based on the expectations that are set by the society that we live in. Gender can be the different or the same to our sex at birth and is much more complex than male,

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<sup>2</sup> Please visit [Appendix 1](#) for more information on legislations relating to gender identity.

<sup>3</sup> This includes taking Hormone Replacement Therapy or having surgeries. (Equality Act 2010 - Section 7, n.d.)

<sup>4</sup> When we refer to sex, we refer to people who are male, female and intersex. The term intersex is a "*general term used to refer to individuals born with, or who develop naturally in puberty, biological sex characteristics which are not typically male or female*". Some people who are intersex choose to identify as male or female, whilst others choose to describe their sex as intersex.

female, or non-binary and it is only for our individual self to decide what our own gender is.

**Gender identity** is about how we feel inside, as a result of self-realisation. Gender identity is the way that we express how we feel about our identity. We can express our gender through the way that we dress and conform to expressions such as femininity, masculinity, and androgyny<sup>5</sup>, as well as identifying as non-binary.

**Trans Identity** is when a person feels that their gender is different to the gender that they were assigned at birth (often correlating to a person's sex at birth). People who are transgender can express their identity in many different ways, sometimes in ways that are described through gender identity and use the ways in which they dress or behave to identify with a difference in gender. In other instances, a person who is trans may decide that they wish to change their physical appearance with hormone replacement therapy or surgery (a person does not need to have any medical treatment to be trans)

### **A list of different gender identities:**

These definitions are commonly accepted, but there is so much more to consider. Some terms will have more definition and others will overlap with another. You could consider the idea of gender identity to be a spectrum when a single person's awareness of self-identity also comes into play. Everybody will experience gender differently, regardless of whether they are trans or not.

#### **Agender**

Agender is a term that comes under the umbrella of non-binary identity. Agender is defined whereby a person does not feel that they recognise themselves to have a gender. People who are agender often do not wish to identify with any form of gender expression and may describe themselves as genderqueer, gender neutral or gender non-conforming.

#### **Cisgender Female**

Somebody who is cisgender female is a female who identifies their gender to be the same as their sex at birth. For example, she was born as a female and identifies their gender to be female.

#### **Cisgender Male**

Somebody who is cisgender male is a male who identifies their gender to be the same as their sex at birth. For example, he was born as a male and identifies their gender to be male.

#### **Gender Fluid**

Gender Fluid is a term that comes under the umbrella of non-binary identity. This relates to a person who feels that they do not have a fixed gender, their gender is fluid and can sometimes change or stay the same for varied periods of time. Some

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<sup>5</sup> Please visit [Appendix 2](#) for information on femininity, masculinity and androgyny.

people who are genderfluid might use other labels such as genderqueer, bigender, multigender, or polygender.

### *Non-binary*

There are many forms of non-binary identification. This is where a person feels that they do not fit into the binary of being feminine or masculine, or that they fit in between, beyond or amidst the categories of being male or female. A non-binary person may identify their gender expression as being androgynous, however this does not reflect every non-binary person's expression.

### *Transgender Female*

If somebody is a transgender female, this means that their gender and sex assigned at birth was male, but they have changed their gender to be female because of how they feel internally. This can include changing pronouns, names and physical appearance to become more feminine.

### *Transgender Male*

If somebody is a transgender male, this means that their gender and sex assigned at birth was female, but they have changed their gender to be male because of how they feel internally. This can include changing pronouns, names and physical appearance to become more masculine.

You can find some more terms and their definitions here: [MindOut's LGBTQ\(+\) glossary](#)

## Challenges

For people who feel that they might be trans or non-binary, the decision to transition to another gender or to tell family, friends, and colleagues about how they feel about their gender identity can be difficult and often comes with spending a long time trying to understand their own feelings.

People who have spent years feeling that they are living in a gender identity that does not reflect who they are, may have struggled to come to terms with the situation themselves. It takes courage to seek advice and support from professionals and to 'come out'<sup>6</sup> to others as trans for fear that they might not be accepted, which may have affected their mental or physical health, relationships, or careers.

A person who has been through this experience and is taking the step of joining a club or doing a sailing course just wants to be accepted in their affirmed gender and included like everyone else. Taking part in sport is an important way of re-building health and self-esteem.

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<sup>6</sup> To "come out" or to "be out" is when a person who is LGBTQIA+ tells others about how they feel about their identity or sexuality. "Coming out" or "being out" can be difficult for some people, it may take a significant amount of bravery to do this. This is because of how people in who are LGBTQIA+ have been treated in the past and are still treated to this day – for example: being treated and respected differently, being hurt physically and mentally, and being excluded from a community who may have included them before they knew the person was "out".

If a person chooses to tell you that they are not yet "out" within their home life, it is important to communicate with your organisation's welfare officer and ensure that this person's wishes for confidentiality are respected.

People can have prejudices or misconceptions due to a lack of knowledge and understanding, which can be addressed by providing or signposting information and learning.

Perceptions often change as others begin to understand the nature of gender identity and become *allies*<sup>7</sup> of people who identify differently with their gender identity.

### Training

#### [GIREs E-Learning – Gender Identity Research & Education Society](#)

£10

*“GIREs is a charity whose aim is to work to help the trans and gender non-conforming communities including those whose preferred expression is non-binary and non-gender. The charity is operated by volunteers who give their time freely to support those struggling with gender expression.”*

#### Modules to choose from:

- Gender Diversity Awareness for Employers and Service Providers
- GIREs Trans and Gender Diversity – Scientific Factors
- Supporting Gender Diverse Children and Young People

#### [Gendered Intelligence - Introduction to Trans Awareness](#)

£45 - £140

*“Gendered Intelligence, established in 2008, is a registered charity that works to increase understandings of gender diversity and improve the lives of trans people.”*

#### Included in the training:

- Find out what ‘trans’ is all about?
- Gain confidence to approach situations involving a trans client, student or colleague?
- Understand what your organisation might need to do to comply with Equalities law?

### Inclusion

You will not always know if a member or colleague is trans or non-binary. They may have transitioned before you knew them, or they may know themselves to be experiencing a difference in their gender identity but have not taken any steps to transition yet.

*A person who is trans does not have to tell anybody about their identity, however if somebody chooses to tell you this information, it is crucial that the information is treated with respect and confidentiality unless you are told otherwise.*

**You should always** call somebody by their preferred name and pronouns<sup>8</sup>, you can ask what these are in registration, and also in person when you meet someone.

**You should never** assume that a person is trans or non-binary and it would be inappropriate to ask. Another person’s gender identity or experience is a personal

<sup>7</sup> For top tips on allyship, please visit [Appendix 4](#).

<sup>8</sup> Please visit [Appendix 3](#) for information on pronouns.



matter, and it is up to the individual as to whether they decide to share this information with you.

*Regardless of whether someone is trans or not, everyone is entitled to be treated as a member of their self-identified gender and to appropriate confidentiality.*

### Top tips:

1. Respect and value members and colleagues who are trans and non-binary as much as you would respect and value your members and colleagues who are not trans or non-binary.
2. Adopt an Anti-Discrimination, Hate Crime and Equality Policy that refers to your organisation's Code of Conduct.  
*Templates can be found in the RYA Community Engagement Guide.*
3. Provide opportunities for others to understand how to become allies of people who are trans or non-binary, with the aim to expel myths, prejudices and discrimination through training opportunities and signposting to guidance.
4. Act with urgency when it comes to receiving disclosures that have used discriminatory language or behaviour towards people who are trans or non-binary.
5. Challenge discriminatory language or behaviour by calling it out, reporting to your organisation's welfare officer or reporting to the RYA Equality, Diversity and Inclusion Team who can signpost RYA members and RYA stakeholders to the correct support.  
*Contact details can be found in the section titled Concerns and Complaints.*
6. Respect the identity of people who are trans and non-binary and use the correct names and pronouns that they use to identify themselves.  
*They do not have to present a Gender Recognition Certificate; they also do not need to tell you how they identify with their gender.*
7. Do not ask a person who is trans or non-binary about their identity before their transition.
8. Understand that not everybody who is trans or non-binary will transition in the same way.
9. Do not ask a person who is trans or non-binary about their genitals, sex life or surgical status.
10. Don't be afraid to admit that you don't know something, always ask for help in understanding. If you do get something wrong, be sure to apologise, ask how you could improve and move on.  
*"I'm so sorry, I don't know what that means. Please could you help me to understand?"*
11. Be a positive role model for the inclusive behaviour that should be demonstrated towards people who are trans and non-binary. Being an ally allows people to feel as though they belong and are included.

*For more signposting to top tips for allyship, visit [Appendix 4](#).*

## New Members and Colleagues

If a new member or colleague tells you that they are trans or non-binary, it is good practice to ask if they have any concerns or questions and if there's anything you can do to help them settle in. They may ask about toilets, changing facilities, policy or confidentiality. This is a good opportunity to address any concerns and help people who are trans or non-binary feel welcome and included.

## What to do if somebody transitions whilst a member of your Organisation

If an existing club member is transitioning, you should discuss with them matters such as:

- What name, pronoun and title they would like you and the wider organisation to use.
- If they would like this to be communicated to other members or colleagues.  
*Be sure to fully understand how much information they would like to be shared, who they would like it to be shared with and how they would like it to be communicated.*
- Amending membership records.  
*A person who is Trans or Non-binary may wish to change their name by deed poll which would then make their new name legally recognised. However, it is important to note that not everybody is able to or wishes to do this. If a person has not legally changed their name, it is recommended that any forms have a section asking for a 'preferred name'.*
- Updating the club website if their name or image appears on it in their previous identity.
- Name changes on records of instructor/coach/official qualifications.  
*The RYA will issue new certificates on receipt of a Deed Poll or Statutory Declaration and updated photo if it's required.*
- Re-applying for a DBS/PVG/AccessNI check in their new name and gender if they have a Gender Recognition Certificate.  
*If a person who is trans or non-binary has a Gender Recognition Certificate and their role requires them to have a DBS/PVG/AccessNI check, they can reapply with an update of their gender and name.*
- Which changing facilities or toilets they would like to use.  
*Further explanation of access to facilities under 'Facilities'.*

## Additional Support

Invite your members or colleagues who are trans or non-binary for regular check ins. See how they are getting on and if there's anything that can be improved for them.

For other club members and colleagues who express concerns, complaints or questions about the nature of trans and non-binary identity, they should be provided with necessary support to promote better understanding – as well as ensuring that all members and colleagues, regardless of gender identity, are respected and valued.

*Links to training opportunities can be found [here](#).*

Complaints and concerns should be followed up with the correct procedures as per your organisation's policies, whilst also valuing the sensitive nature of the subject at hand. Further advice on concerns and complaints can be found under the concerns and complaints [section](#) of this document.

Other club members and colleagues should be supported to use the person's new name and their chosen pronoun<sup>9</sup> and politely reminded if they accidentally forget to do so. Becoming used to using different names and pronouns can sometimes be tricky, however using someone's new name and pronoun is one of the most supportive things you can do.

*If you make a mistake, remember to acknowledge, apologise and correct yourself. It's ok to make unintentional mistakes whilst you are getting used to something that has changed, it is not okay to continue using names and pronouns persistently someone has asked you not to.*

## Confidentiality

Everybody has a right to confidentiality about their personal circumstances. If someone tells you they are trans or non-binary, you may only share that information with their consent.

If somebody transitions whilst as a member of your club, then the consent to share new pronouns and names should be asked of before being shared.

It is important to ensure that all those who become aware that someone is trans or non-binary, know that the information is still to be regarded as confidential.

*For example, if another new member joins, they should not be told about the member who is trans or non-binary. It is the person who is trans or non-binary's information to share if they wish and should not be shared as common knowledge.*

## Membership/Customer Records

For informal purposes such as club membership, a person can use whatever name they choose. A change of name on a club membership list or customer database does not require any formal or legal name change document.

For data protection and privacy purposes, the person who is transitioning might like you to set up a completely new record in their new identity and delete their previous record, or they might like you to amend their existing record and retain their history.

*Please visit this webpage for support on [GDPR data protection \(rya.org.uk\)](https://rya.org.uk).*

However, should records be updated rather than replaced, you must bear in mind that this historical information might be accessed by others in the future who might not be aware of their gender reassignment and breach confidentiality that this person might wish to have.

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<sup>9</sup> Please visit [Appendix 3](#) for notes on pronouns.

Previous names used by the member or colleague might also appear on photos, trophies or display boards. It would be a good idea to have a conversation together about what you can reasonably change.

## Forms, Surveys and Letters

### Forms

Membership, sign up and application forms frequently ask for a person's Title.

*E.G.: Miss, Mrs, Master, Mr, Ms, Sir, Lady, Dr, Dame, Mx<sup>10</sup>...*

For people who describe themselves as male or female, binary titles such as those listed above are inclusive and easy to select. However, for people whose gender identity is beyond the binary of being male, female and aligns more with being non-binary, agender or genderqueer and more, the list of titles will not be fully inclusive or representative.

Below is an example that can be used in membership and registration forms:

**What is your title?**

Captain

Dame

Dr

Lady

Master

Miss

Mr

Mrs

Ms

Mx

Sir

Prefer to self-describe:

*It is recommended that options listed are always put into alphabetical order.*

Equally, you may wish to make sure that asking for a person's Title is optional, or not ask for a person's Title altogether.

Sometimes, a person may not wish to define themselves with a Title and would much prefer to be referred to with their first and last name, instead.

This stems further than people who are trans and non-binary and would equally support people who identify as female, who do not wish to disclose their marital status through the use of "Miss", "Mrs", or "Ms".

*For more information, please visit the article: [Why 'title' should not be a required field on online forms - digital-freelancer.org](https://www.digital-freelancer.org/why-title-should-not-be-a-required-field-on-online-forms)*

<sup>10</sup> *Mx* is a title used on forms by organisations such as the DVLA, banks and local councils and the RYA. It may be used by anyone, but it is particularly inclusive towards people who describe themselves as having a gender identity that isn't male or female.

## Surveys

You may wish to monitor Equality, Diversity and Inclusion through the use of an Equality Monitoring Survey. Whilst asking about a person's gender identity could help when monitoring inclusivity, you must be sure that you have a reason to ask this question within your surveys.

Some examples of reasons to ask for a person's gender identity include:

- If the data you're collecting is going to be reported back to a Governing Body, which is a requirement in order to receive funding or grants.
- If you are going to use the data to monitor how effective your inclusion is within your organisation.
- If you are going to use the data to understand how effective your organisation's strategy is.

If the data you're collecting isn't going to be towards an end goal, this would not comply with General Data Protection Requirements, you should therefore *not* be asking a person to share this information.

A confidentiality statement should *always* be readily available, clear and fully complied with. You *must not* be able to trace any information back to a person which would disclose their identity.

*Below is an example of a question you can ask:*

**How would you describe your gender?**

**Are you:**

Male

Female

Non-binary

Prefer to self-describe

Prefer not to say

**Is the gender you identify as the same as your gender at birth?**

Yes

No

I prefer not to say

## Letters

We recommend that any letters that are sent to members or colleagues are addressed to the person with their preferred name and title and should be referred to with the correct terminology for their preferred gender identity.

In some instances, people who are trans or non-binary might not be "out" as trans or non-binary in their home lives, so may feel that their work or hobby environment is a safe space to explore their identity with trusted friends, peers and colleagues. In all instances, it would be important to have a conversation with the person who is trans

or non-binary to understand what their preference would be. If you are sending letters of a legal nature, the letter should always be addressed with the person's legal name.

## Facilities

The use of facilities such as changing rooms, showers and toilets can be challenging for all people, regardless of gender identity. This can be down to so many different reasons, but often we might find that some of us feel more body conscious and feel uncomfortable changing in front of others. If you have children with you, it may also be difficult to know which changing space or toilets to use depending on their age.

People who are trans or non-binary should be supported to use the toilets, showers and changing facilities of their choice – this includes the option to use the facilities of their preferred gender or separate private facilities.

*It is important to note that just because private facilities are available, a person who is trans or non-binary should not be expected or forced to use it, they may wish to make this decision themselves, but equally may not.*

People who are not trans or non-binary should also be provided with a safe space to express concerns, be supported to accept people who are trans or non-binary and also allowed access to private facilities.

Dignity and privacy for all people, regardless of their gender identity, should always be taken into consideration.

*For examples of FAQs in relation to gender identity and changing facilities and toilets, please visit page 8 of the document [Equality Act 2010: What do I need to know? \(publishing.service.gov.uk\)](#)*

### **Can a trans or non-binary person be excluded from changing facilities and toilets?**

No one should be excluded from changing rooms, toilets or showers *unless* there is a legitimate reason or aim to do so. A person who is trans or non-binary *should not* be excluded from changing facilities *unless* such conduct is a proportionate means of achieving a legitimate aim<sup>11</sup>. When considering how a service is provided to trans people, a service provider must balance the impact on all service users.

If you are unsure as to whether you are achieving a legitimate reason or aim, please get in touch and we will be able to provide you with assistance:

**Email:** [Equality@rya.org.uk](mailto:Equality@rya.org.uk)

**Telephone:** 02380 60 4249

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<sup>11</sup> Examples of proportionate means of achieving a legitimate aim can be found in the [Guide on the Equality Act sex and gender reassignment exceptions - equalityhumanrights.com](#)



In an instance where *any* person, regardless of their gender identity, raises that they do not feel comfortable using any facilities for any reason (*for example having previously been a victim of physical violence*), they should be supported to use private or separate facilities.

It is generally better to make any new options available to all members, rather than just members and participants who are trans or non-binary.

*If you find that you are being challenged about your organisation being inclusive towards people who are trans and non-binary, please seek support from the RYA Equality, Diversity and Inclusion team.*

## Toilets

All toilet facilities include cubicles and there is appropriate privacy for all. It is good practice to assume that everyone chooses the facilities that are right for them. Consider the needs of people who are non-binary and what options you can provide that would work for them – gender neutral facilities are the best option.

There should be an option for everybody. Accessible toilets should be reserved for people with disabilities only. Other options should be found for those who are gender neutral (E.G., staff or officials changing spaces).

## Changing Facilities

Unlike toilet facilities, traditional sailing club changing rooms are typically open and do not offer privacy for anyone. There are many reasons why people might want privacy in these environments and these reasons can be because of body confidence, being a victim of assault, not feeling comfortable to share their gender identity, requirements of a religion or belief, and more.

## Refurbishing Facilities

Any plans to refurbish or modernise changing rooms should aim to include gender-neutral, family and accessible changing facilities to provide greater flexibility and privacy. This will also benefit, for example, a father whose young daughter needs assistance with dressing, or a disabled male with a female carer.

In changing facilities, you may want to consider rebuilding facilities to ensure that there are private cubicles for showering, toileting and changing. However, it is understandable that this can become costly. In light of this, you could consider the adaptations that you can make within the limitations of your current infrastructure and budget. This could include something as simple as putting up curtains or dividers.

## Funding

Understandably, making any changes to a club or centre environment can be costly and time consuming. Below are a few charities and organisations who may be able to provide bursary support.

**RYA Funding Finder Tool**

[Funding opportunities \(rya.org.uk\)](https://rya.org.uk)  
[Home | Funding Finder \(idoxopen4community.co.uk\)](https://idoxopen4community.co.uk)

<b>Sport Scotland</b>	<a href="https://sportsotland.org.uk">Sport Facilities Fund (sportsotland.org.uk)</a>
<b>Sport England</b>	Compilation of different funds: <a href="#">Our funds   Sport England</a> Advice for generating funding: <a href="#">Other ways to generate funding   Sport England</a> Strategic Facilities Fund (ending March 2023) <a href="#">Strategic Facilities Fund   Sport England</a>
<b>Sport Northern Ireland</b>	<a href="#">Funding and Support   Sport NI</a>
<b>Sport Cymru Wales</b>	<a href="#">All funds and grants   Sport Wales</a>
<b>Search “bursaries and grants” on your local borough council website</b>	<a href="http://www.gov.uk">Find your local council - GOV.UK (www.gov.uk)</a>
<b>Community Fund</b>	<a href="https://tnlcommunityfund.org.uk">National Lottery Awards for All England   The National Lottery Community Fund (tnlcommunityfund.org.uk)</a>

## Children and Young People

The Children Act 1989 defined any person under the age of 18 as a ‘child’. In day to day communications the terms ‘children’ and ‘young people’ are both used.

The term ‘young people’ refers to older teenagers who may prefer not to be referred to as ‘children’, although they are still children in the eyes of the law.

The Child Protection in Sport Unit (CPSU) states that *“it’s important for sport to be inclusive of LGBTQ+ young people as physical activity contributes to a young person’s health, wellbeing and development. In recent years, the sport sector has shown a change in attitudes and is working to embed an accepting and inclusive culture”*.

[LGBTQ+ young people in sport – safeguarding | CPSU \(the cpsu.org.uk\)](https://the cpsu.org.uk)

Children and young people should always be presented with a safe space and provision to be able to ask questions and allow their voices to be heard.

Children and young people who express that they feel that they are trans and non-binary should be supported to feel welcome and treated with respect within a club setting. Equally, for children or young people who are concerned about people who are trans or non-binary should be supported to understand the nature of gender identity and importantly, to feel safe.



If a child or young person tells you that they feel that they are trans or non-binary, this may be because they value and trust your support. As a trusted adult that a child or young person has confided in, it's really important to ensure that you respond with respect and acceptance.

## Top Tips

### **Step 1: Listen to the child or young person's feelings**

*This is a great way to show your support and build trust with them.*

### **Step 2: Respect the child or young person's gender identity**

*No child or young person should be made to feel ashamed or distressed because of how they recognise their gender identity.*

### **Step 3: Let them know you're there for them**

*Ask them how they would like to be supported in the club setting. What are their pronouns? How do they wish to express their gender identity? Which facilities would they prefer to use?*

*But most importantly, a good way to first respond is by telling them "thank you for telling me, I am here for you".*

### **Step 4: Ask the child or young person if they feel safe and confident for their parents, carers or guardians to know.**

*You must judge this as a case-by-case scenario. In the instance where it is safe for a child or young person's parents to know, it is best to tell them so that they can support their child or young person at home. If you are unsure, always seek guidance from the RYA Safeguarding and Equality Team.*

### **Step 5: Supporting the child or young person's parent, carer or guardian**

*Parents, carers and guardians may need support to understand why their child or young person feels that they identify differently with their gender identity.*

*You can signpost parents, carers and guardians to the following pages for support:*

#### **NSPCC**

Webpage: [Gender identity | NSPCC](#)  
NSPCC Helpline - 0808 800 5000 or  
email [help@nspcc.org.uk](mailto:help@nspcc.org.uk)

#### **Childline**

Webpage: [Sexual and gender identity | Childline](#)

#### **FFLAG**

Webpage: [My Child's Transgender - FFLAG](#)

**Step 6: If you are unsure about how to move forward, always speak with your club welfare officer or seek support from the RYA Safeguarding and Equality Team.**

## Facilities for children and young people

Generally, a child or young person may not know that they are sharing a changing facility or toilet with a person who is trans or non-binary. However, for those who express concerns with sharing facilities with other members who are trans and non-

binary should be gently educated and supported to understand what it means to be trans or non-binary<sup>12</sup>.

If a child or young person expresses that they do not wish to share a space with a person who is trans or non-binary, the child or young person should be fully supported to use an alternative space.

In the instance where a child or young person has previously encountered trauma with a person of the opposite sex, you may want to consider full safety and protection for the child or young person and suggest that they use their own private provision, rather than to exclude a person who is trans or non-binary on assumption and prejudice.

*For further guidance on changing rooms, please email the team for a copy of the Changing Room Guidance.*

## Concerns or Complaints

As an RYA Sailability Centre, RYA Affiliated club, Class Association or Recognised Training Centre, we recommend that it would be best practice to have a formal code of conduct, along with an equality and anti-discrimination policy that supports your organisation to manage instances of discrimination and complaints.

In the instance that you feel that you need to report a concern relating to equality/discrimination, please complete the referral form [here](#) and the RYA Equality, Diversity and Inclusion Team will respond within 48 hours. For immediate support, please use the contact details under the section 'RYA Contact'.

Sample Code of Conduct:

[SAMPLE CODE OF CONDUCT.pdf \(amazonaws.com\)](#)

Advice for Disputes and Disciplinary Procedures:

[CLUB DISCIPLINARY PROCEDURE.pdf \(amazonaws.com\)](#)

Templates for Equality, Anti-discrimination and Hate Speech can be found in the RYA Community Engagement Guide, please email the Equality Team for further information.

*For support with addressing complaints, please contact the RYA Legal Team.*

**RYA Legal**

[Legal@rya.org.uk](mailto:Legal@rya.org.uk)

023 8060 4223

## RYA Contact

**RYA Equality, Diversity and Inclusion**

[Equality@rya.org.uk](mailto:Equality@rya.org.uk)

02380 60 4297  
Option 2

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<sup>12</sup> It is important to note that although trans women have transitioned from a previously being male and may still have male anatomy, this *does not* mean that trans women are men and it should not be assumed to be this way.

Katie Loucaides  
*Safeguarding and Equality  
Manager*

Issy Hamlett  
*Equality, Diversity and Inclusion  
Assistant*

**RYA Safeguarding**

[Safeguarding@rya.org.uk](mailto:Safeguarding@rya.org.uk)

02380 60 4297  
Option 1

Andrea Gates  
*Safeguarding Officer*

Amy Lowbridge  
*Safeguarding and Equality  
Admin Officer*

## Appendices

### Appendix 1: Legislations Relating to Gender Identity

[Gender Recognition Act 2004 \(legislation.gov.uk\)](https://legislation.gov.uk)

[Equality Act 2010 - What you need to know \(rya.org.uk\)](https://rya.org.uk)

[Equality Act 2010: guidance - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

### Appendix 2: Femininity, Masculinity and Androgyny

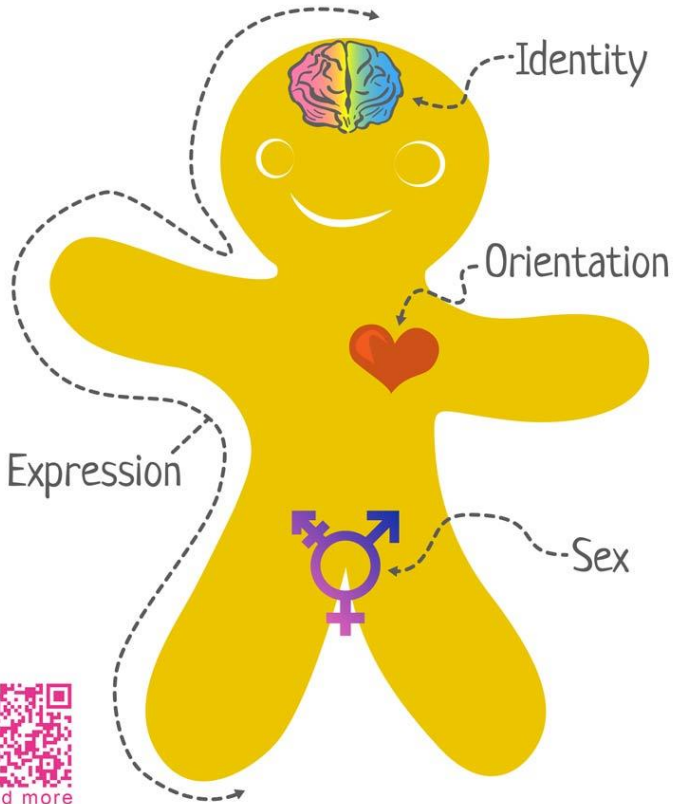
Femininity can be practices, appearance and behaviours that are traditionally associated with women.

Masculinity, like femininity, can be described as the practices, appearance and behaviours that are traditionally associated with men.

Androgyny can be described as not specifically being recognisable as masculine or feminine or having elements of both masculinity and femininity.

# The Genderbread Person

by [www.ItsPronouncedMetrosexual.com](http://www.ItsPronouncedMetrosexual.com)



Gender identity is how you, in your head, think about yourself. It's the chemistry that composes you (e.g., hormonal levels) and how you interpret what that means.



Gender expression is how you demonstrate your gender (based on traditional gender roles) through the ways you act, dress, behave, and interact.



Biological sex refers to the objectively measurable organs, hormones, and chromosomes. Female = vagina, ovaries, XX chromosomes; male = penis, testes, XY chromosomes; intersex = a combination of the two.



Sexual orientation is who you are physically, spiritually, and emotionally attracted to, based on their sex/gender in relation to your own.

### Appendix 3: Pronouns

Pronouns can be described as the ways in which we refer to other people based on their gender identity. This is often seen in the form of ‘she/her’ for people who identify as female, ‘they/them’ or self-preferred pronouns for people who identify as non-binary or other, ‘he/him’ for people who identify as male.

It is commonly asked why we should include pronouns in our email signatures, on social media or even when introducing ourselves in person, even if we don’t identify outside of our assigned sex at birth. The reason for this is because it allows people who identify outside of stereotypical gender norms to be visible, heard and included. By using pronouns, we avoid describing somebody as the wrong gender, or identity. Visual pronouns will support your colleagues, friends, crew and members who are trans and non-binary by reducing some of the burden that they experience by consistently needing to explain their identities.

For resources on pronouns - [pronouns.org](https://pronouns.org)

<b>She/Her/Hers</b>	Typically associated with people who identify as female.	<i>“She went sailing yesterday”  “Her boat is green”  “That boat is hers”</i>
<b>She/They</b>	<p>These pronouns are used by people for a wide variety of reasons. As an example, people who use these pronouns may present as feminine but feel that they don’t fit into the binary of female behaviours/traditions.</p> <p>You can use <i>she</i> or <i>they</i> when referring to people who use these pronouns.</p>	<i>“She went sailing yesterday”  “Her boat is green”  “They went sailing yesterday”  “Their boat is green”</i>
<b>He/Him/His</b>	Typically associated with people who identify as male.	<i>“He went sailing yesterday”  “His boat is green”  “That boat belongs to him”</i>
<b>He/They</b>	<p>These pronouns are used by people for a wide variety of reasons. As an example, people who use these pronouns may present as masculine but feel that they don’t fit into the binary of male behaviours/traditions.</p> <p>You can use <i>he</i> or <i>they</i> when referring to people who use these pronouns.</p>	<i>“He went sailing yesterday”  “His boat is green”  “They went sailing yesterday”  “Their boat is green”</i>
<b>They/Them/Theirs</b>	People who identify as non-binary, agender, genderqueer (and more) may use these pronouns.	<i>“They went sailing yesterday”  “Their boat is green”  “That boat is theirs”</i>

### **Ze/Zem/Zir**

People who identify as non-binary, agender, genderqueer (and more) may use these pronouns.

*“Ze went sailing yesterday”  
“Zir boat is green”  
“That boat belongs to zem”*

## **Appendix 4: Top Tips for Allyship**

An ally of the LGBTQIA+ community is a person who is not LGBTQIA+ who supports and fights for rights to equality, inclusion and acceptance of people who are.

Being an ally is to take action, do something to make a difference and to stand against marginalisation and oppression.

[A beginner's guide to being an ally to trans people | GLAAD](#)

[A Guide to Being a Trans Ally - LGBT Foundation](#)

[Top Tips for Being an LGBT Ally - Youth Sport Trust](#)

## **Appendix 5: Frequently Asked Questions**

### ***Why do we need inclusion for people who are trans and non-binary?***

Being trans or non-binary is defined by the Equality Act 2010 as a protected characteristic. This means that people who are trans or non-binary should not be treated less favourably because of their gender identity.

### ***How do I know what discriminative behaviour or language towards people who are trans or non-binary is?***

Discriminatory behaviour towards somebody who is trans or non-binary could be seen as:

- using slurs and offensive language to describe somebody who is trans or non-binary
- refusing to use the correct pronouns and names (it is ok to get things wrong and correct yourself, but purposefully addressing somebody incorrectly is hurtful)
- actively avoiding, ignoring or excluding people who are trans and non-binary
- stereotyping all trans and non-binary people into one group

#### *Direct discrimination*

Treating another person unfairly because of a characteristic that they might have or be associated with. This includes being unkind towards somebody because of their disability, race or ethnicity, religion, gender identity, sex, sexuality, marital status, pregnancy or paternity.

#### *Discriminative Language*

Offensive and hurtful words, phrases, comments and biased opinions.



### Victimization

Singling somebody out and treating them cruelly or unjustly.

### Harassment

Includes humiliation and intimidation, rude gestures, written or spoken words and images or jokes.

### ***What is acceptable behaviour when talking about people who are trans and non-binary?***

- If you're not sure about how to use somebody's name or pronouns, it's always good to ask!
  - "You mentioned your pronouns are \_\_\_\_\_. Would you mind helping me to understand how I can use them?"
  - "You told me that your new name is \_\_\_\_\_. Please correct me if I get it wrong, I want to try and make sure I am doing the best that I can to make you feel comfortable"
- Understanding differences in gender identity might be new to you. It's ok to ask questions when somebody invites you to do so, or if you are in a safe space, but these questions must remain respectful. If you aren't sure if a word is hurtful or not, opt to use a different phrase or word.
  - If somebody tells you that the words you have used are hurtful, accept that you have made an error, apologise and ask how you can correct yourself.
- The notion of understanding gender identity might be different and fairly new to you. If you are struggling to first understand why somebody might identify differently with their gender, it is important to accept that the way that we all feel inside about our own gender is our own business and is not for anybody else to judge.
- Do your research – some good pages to look at are:
  - [Gender identity for beginners: a guide to being a great trans ally | Amnesty International UK](#)
  - [Understanding Gender - Gender Spectrum](#)

### ***How will inclusion benefit my organisation?***

- Increased participation across events and training opportunities
- New members who are looking to start a new hobby
- Community spirit
- Improved communication
- Greater respect, trust and loyalty
- Appreciation, visibility, awareness and acceptance of individual differences
- Safe and respectful relationships
- Improved quality of involvement
- Increased revenue and profit

### **Further Reading**

[New guidance for transgender inclusion in domestic sport published | Sport England](#)

[Supporting trans and gender questioning students | NEU](#)

[Gender identity | NSPCC](#)

[Mind Out's LGBTQ\(+\) glossary - MindOut](#)

[Think your child might be trans or non-binary? - NHS](#)

[Transgender inclusion in domestic sport guidance published | UK Sport](#)

[Transgender, intersex and non-binary people in sport and physical activity: A review of research and policy September 2020 | SRA | Sport and Recreation Alliance](#)

[Non-binary People, Sport & Physical Activity - Pride Sports](#)

[Non-binary Inclusion in Sport - Leap Sports](#)

[What does transgender mean and what does the law say? - BBC News](#)

[Sexual and gender identity | Childline](#)

[Webinar – Safeguarding LGBTQ+ young people in sport | CPSU](#)