

Football Association of Wales  
Policy on Transgender and Transsexual People in Welsh Football

Introduction

Football is, and should be an accessible sport for all. The benefits that can derive from it have a physical, mental and social impact and as such equal opportunities to play football should be afforded everybody.

The Football Association of Wales (FAW) has a commitment to equality and diversity, and gender should not be a barrier for those who wish to participate in football.

Under the Equality Act 2010, gender reassignment is a protected characteristic and as such transgender and transsexual people are protected against discrimination.

Information

This policy governs participation in domestic football within Wales and those competitions managed by the Football Association of Wales.

It does not govern:

- Participation in any football not under the jurisdiction of the FAW
- Participation in international football
- Participation in competitions governed by FIFA, UEFA or the International Olympic Committee

Definitions

‘Gender’- The state of being male or female (typically used with reference to social and cultural differences, rather than biological ones.)<sup>1</sup>

‘Transsexual’- a person who emotionally and psychologically feels that they belong to the opposite sex.<sup>2</sup> Most transsexual people actively desire and complete gender reassignment surgery.<sup>3</sup>

‘Transgender’- A person who, like a transsexual person, transitions – sometimes with the help of hormone therapy and / or cosmetic surgery – to live in the gender role of choice, but has not undergone, and generally does not intend to undergo genital surgery.<sup>4</sup>

‘Gender Reassignment’- when a person is proposing to undergo, is undergoing, or has undergone a process (or part thereof) for the purpose of reassigning that persons’ sex by changing physiological or other attributes of sex.<sup>5</sup>

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<sup>1</sup> Oxford English Dictionary 2014

<sup>2</sup> Oxford English Dictionary 2014

<sup>3</sup> The Gender Trust

<sup>4</sup> The Gender Trust

<sup>5</sup> Equality Act 2010

## Policy

Football is classified as a gender affected sport in which the physical strength, stamina, or physique of average persons of one gender, would put them at a disadvantage to average persons of the other gender as competitors in events involving the sport.<sup>6</sup>

Consequently, the FAW's policy on transgender and transsexual people wishing to participate in football in their affirmed gender is as follows:

1. Enquiries and applications to play football in an acquired gender to be directed to the FAW Safeguarding Manager, who will notify Head of Compliance and Chief Executive Officer.
2. Enquiries and applications to be handled sensitively and with absolute confidentiality in line with the Data Protection Act 1998, the Gender Recognition Act 2004, and the Equality Act 2010.
3. Applications to be considered on a case by case basis and directed to a Case Management Panel consisting of: FAW Safeguarding Manager, an appointed medical expert and an appointed legal expert.
4. All transsexual individuals who underwent sex reassignment prior to puberty will be recognised and eligible to partake in football in their assigned gender immediately.
5. When considering an application for a post pubescent transsexual or transgender individual, the following requirements must be satisfied:
  - a. Female→Male Transsexual (Male): the hormone level of blood testosterone is within the natal male range for an appropriate length of time. The individual must provide medical records and undergo annual hormone treatment verification.
  - b. Male→ Female Transsexual (Female): the hormone level or gonadectomy results of blood testosterone is within the natal female range for an appropriate length of time. The individual must provide medical records and undergo annual hormone treatment verification.
6. In all cases due regard must be given to:
  - a. The safety of and welfare of the applicant and their fellow players
  - b. The need to ensure a fair and level playing field
7. If an applicant has not undergone hormone therapy or reassignment surgery, the FAW Case Management panel must consider the safety and welfare of the applicant and fellow players, and the need to ensure a fair and level playing field.
8. When making an application, the applicant must provide consent for their GP to provide relevant medical records to the FAW Safeguarding Manager.
9. The FAW Safeguarding manager will keep a confidential record of those players cleared to play football in their affirmed gender which may be subject to review.
10. Individuals will be unable to partake in football in their assigned gender until the panel has provided clearance.

## Right of Appeal

1. An applicant may appeal against the decision of the FAW Case Management panel in line with the FAW Appeals Policy.

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<sup>6</sup> Gender Recognition Act 2004, Section 19(4)