

## T&RA GENDER PARTICIPATION POLICY

### 1. INTRODUCTION AND POLICY STATEMENT

- 1.1 The Tennis & Rackets Association Limited ("**T&RA**") is committed to creating an environment that fosters fairness, inclusivity, safety and competitiveness in the sports of Real Tennis and Rackets. We support diversity and strive to engage and encourage the participation of all individuals, irrespective of their personal characteristics, in Real Tennis and Rackets.
- 1.2 The aim of this Policy is to facilitate the participation of Transgender, Intersex, Androgyne and Non-binary individuals in Real Tennis and Rackets events to the greatest extent possible.
- 1.3 This Policy has been developed taking into account our legal obligations as well as guiding principles from national equality and sporting bodies, including, but not limited to, the Equality and Human Rights Commission, the Lawn Tennis Association, the International Tennis Federation, the International Olympic Committee and the UK Sport's Council's Guidance for Transgender Inclusion in Domestic Sport.
- 1.4 At the T&RA, we recognise and respect the rights of Transgender, Intersex, Androgyne and Non-binary individuals to compete in tournaments aligned with their Gender Identity. However, we also acknowledge the importance of maintaining entry based on an individual's Birth Sex in certain tournaments to safeguard and promote fair and safe competition. To achieve this balance within Real Tennis and Rackets, the following categories of tournaments will apply: Open, Handicap, Open Women's and Handicap Women's. Our approach seeks to impose participation conditions only to the extent necessary to ensure fair, safe and competitive participation in Real Tennis and Rackets events.
- 1.5 This Policy applies to all tournaments under the jurisdiction of the T&RA, and we encourage that all Real Tennis and Rackets clubs, organisations, and venues adopt the same guidelines as set out in this Policy

### 2. THE LEGAL REQUIREMENTS

- 2.1 The Equality Act 2010 ("**the Act**") prohibits unlawful discrimination based on sex or gender reassignment. For these purposes, sex means a man or a woman and gender reassignment means where an individual is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning their sex by changing physiological or other attributes of sex. Importantly, an individual does not need to be proposing to undergo, be undergoing or have undergone any medical treatment or surgery, nor does it matter whether or not an individual has applied for a Gender Recognition Certificate under the Gender Recognition Act 2004.
- 2.2 There is a general exemption under the Act which allows sporting organisations to lawfully segregate sports where an activity is "affected by gender", which means when physical factors such as strength, stamina or physique give a competitive advantage to the average person of one sex over the average person of the other sex. This exemption permits the imposition of conditions if they are necessary to ensure fair competition or the safety of competitors.
- 2.3 We consider that similar to the sports of tennis and squash, Real Tennis and Rackets are "affected by gender" in that the physical strength and stamina of a participant whose Birth Sex is male are likely to exceed those of a participant whose Birth Sex is female. Therefore, certain Real Tennis and Rackets events are subject to regulations regarding the participation of Transgender, Intersex, Androgyne and Non-binary individuals.

### 3. PARTICIPATION

- 3.1 The participation arrangements for each category of Real Tennis and Rackets tournaments are as follows (see below for the applicable definitions):

	<b>Cisgender males</b>	<b>Cisgender females</b>	<b>Transgender Females</b>	<b>Transgender Males</b>	<b>Intersex, Androgyne, Non-binary</b>
<b>Open<sup>1</sup></b>	Yes	Yes	Yes	Yes	Yes
<b>Handicap (Tennis only)</b>	Yes	Yes	Yes	Yes	Yes
<b>Open Women's Tournaments<sup>2</sup></b>	No	Yes	No	No	Yes if assigned female at birth

<sup>1</sup> British Open, British Amateur, National Category, Over Age Tournaments

<sup>2</sup> Open Women's Tournaments include the following events: The Bathurst Cup, Real Tennis World Championship, Real Tennis and Rackets British Open, Varsity Match, Real Tennis World Masters, LRTA Under 15's and Under 19's, Ladies Club Championships.

<b>Handicap Women's Tournaments (Tennis only)<sup>3</sup></b>	May be included	Yes	Yes	Yes	Yes
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- 3.2 As outlined above, to enable all individuals to have meaningful opportunities to participate in Real Tennis and Rackets tournaments, the following categories apply: Open, Handicap, Open Women's, Handicap Women's.
- 3.3 The same categorisation outlined above for Real Tennis Tournaments will be applicable to all equivalent Rackets tournaments. Since there are currently few Rackets Tournaments, this category will be subject to an ongoing review and possible adaptation as the Rackets landscape evolves.
- 3.4 The T&RA expects all those working and acting on behalf of the T&RA to adhere to this Policy. In pursuance of this Policy, the T&RA reserve the right to discipline (in accordance with its procedures) any of its members, workers or employees who unlawfully discriminate on the grounds of sex or gender reassignment, age, gender, disability, race, religion, belief, marriage or civil partnership, pregnancy, maternity, or sexual orientation.
- 3.5 Any tournaments not classified above can be classified by the Tennis Committee (or the Rackets Committee as applicable) in line with this policy and the Equality Act 2010.

#### 4. PRIVACY AND CONFIDENTIALITY

- 4.1 The T&RA is committed to upholding the privacy and confidentiality of all participants in the sports of Real Tennis and Rackets, including information about their Gender Identity. The T&RA will take all reasonable measures to safeguard any personal data including special category personal data, and to process and store any such data in accordance with any applicable data protection and privacy laws.
- 4.2 For further information as to how the T&RA uses and processes any personal data, please refer to the T&RA Privacy Policy from time to time in force.

#### 5. WELCOMING TRANSGENDER INDIVIDUALS

- 5.1 The T&RA is mindful and respectful of the fact that many Transgender, Intersex, Androgyne and Non-binary individuals have undergone significant personal and emotional journeys. As such, we are dedicated to creating an environment in our organisations that ensures everyone who participates in or engages with Real Tennis and Rackets has a positive, safe and welcoming experience.
- 5.2 In order to achieve this, all those working and acting on behalf of the T&RA are expected to welcome every individual unconditionally and equally; acknowledge and address Transgender Intersex, Androgyne and Non-binary individuals in their Affirmed Gender; avoid making assumptions about any person's sex, gender, Gender Identity and/or sexual orientation, foster a culture of understanding to encourage the participation of Transgender Intersex, Androgyne and Non-binary individuals in Real Tennis and Rackets; treat all individuals that engage in Real Tennis and Rackets, including Transgender Intersex, Androgyne and Non-binary individuals, with dignity, kindness, sensitivity, and respect.
- 5.3 We also expect all to respect the privacy and confidentiality of every individual's situation, in particular refrain from discussing or disclosing personal information without consent; communicate openly but sensitively with individuals about their preferred pronouns and any specific adjustments they may require to enable their comfort and inclusion; and immediately report any instances of improper language or behaviour, particularly any transphobic language or behaviour, by any members, players, employees, attendees, or spectators, to enable the T&RA to address any concerns promptly and effectively.

#### 6. CHANGING ROOM POLICIES

- 6.1 Transgender, Intersex, Androgyne and Non-binary individuals, whether players or members, are encouraged to utilise the toilet facilities and changing rooms that align with their Gender Identity, subject to clause 6.2 below.
- 6.2 Schools where Real Tennis and Rackets are played may have their own specific policies regarding toilet and changing room facilities which should be respected and adhered to.

#### 7. COMPLAINTS, DISCLOSURES OF CONCERNS AND INVESTIGATIONS

- 7.1 If you wish to raise a concern or complaint about inappropriate behaviour (including any concerns or complaints regarding the usage of toilet facilities and changing rooms) or language being used towards

<sup>3</sup> Handicap Women's Tournaments generally run alongside Open Women's Tournaments. CIS men may be included at the organiser's discretion

Transgender, Intersex, Androgyne or Non-binary individuals at any Real Tennis or Rackets clubs, events, or venues, these should be reported promptly to the Welfare Officer (if any) at the relevant club or to the T&RA's Equality and Diversity Officer. Should you prefer to report any concern or complaint to a body outside the T&RA or LTRA, you can get in touch with the Equality Advisory Support Service on 0808 800 0082.

- 7.2 The Equality and Diversity Officer will be in charge of all investigations relating to any concerns or complaints.
- 7.3 The Equality and Diversity Officer will carefully consider any concerns and complaints, ensuring that appropriate action is taken as necessary. In pursuance of this Policy, the T&RA reserves the right to discipline (in accordance with its procedures) any of its members, workers or employees should they be found to be in breach of this Policy.

## 8. MONITORING AND REVIEW

- 8.1 The T&RA recognises that this is a developing area of sports policy and as such this Policy will be reviewed every three years (as a minimum) or more frequently in the event of changes to legal requirements or national guidance to ensure best practice is continued.
- 8.2 The Equality and Diversity Officer of the T&RA will be responsible for the monitoring of activities to measure the effectiveness of this Policy. The data collected will be used for monitoring purposes only to inform the work done in Real Tennis and Rackets. The T&RA will proactively work with national equality bodies and accountable officers within these organisations to ensure all programmes and activities are inclusive and promote equality and diversity.
- 8.3 The T&RA welcomes feedback on this Policy. Please contact us at: [executive@tennisandrackets.com](mailto:executive@tennisandrackets.com) or on 02078356960.

## 9. KEY DEFINITIONS

For the purposes of this policy, the following definitions apply:

- 9.1 "**Affirmed Gender**" – the gender that a person has transitioned or reassigned to as opposed to the gender which is assigned to that person at birth.
- 9.2 "**Androgyne**" – individuals whose Gender Identity is a combination of both masculine and feminine qualities. They may identify as both genders simultaneously or fluctuate between them.
- 9.3 "**Birth Sex**" – the biological sex assigned to an individual at birth.
- 9.4 "**Cisgender**" – individuals whose Gender Identity aligns with the biological sex they were assigned at birth.
- 9.5 "**Gender Identity**" – an individual's deeply-felt and experienced sense of their own gender, which may be male, female, or something outside of the binary concept of gender.
- 9.6 "**Gender Reassignment**" – the process of changing one's physical, social or legal characteristics to align with their Gender Identity. This may involve medical interventions (such as hormone therapy or surgery), changes in appearance, and updating legal documents.
- 9.7 "**Intersex**" – individuals who are born with physical or biological sex characteristics that do not typically fit definitions of biological male or female. Intersex conditions may include differences in chromosomes, hormones, or reproductive anatomy.
- 9.8 "**Non-Binary**" – individuals whose Gender Identity does not exclusively fit within the binary categories of male or female.
- 9.9 "**Transgender**" or "**Trans**" – individuals whose Gender Identity does not align with their Birth Sex.
  - 9.9.1 "**Transgender Male**" – an individual whose Birth Sex is female and whose Gender Identity is male.
  - 9.9.2 "**Transgender Female**" – an individual whose Birth Sex is male and whose Gender Identity is female.