

**Transgender and Transsexual Inclusion Policy**

Document Type: Policy	Unique Identifier: EDI/001
Document Title: Transgender and Transsexual Inclusion Policy	Version Number: 1.0
	Status: Draft
Scope: English Karate Federation Members and Staff	Classification: Organisational
Author / Title: Mr Sonny Roberts – Equality, Diversity and Inclusion Director	Responsibility: Equality, Diversity and Inclusion Director
Replaces: Not applicable. New document	Head of Department: Equality, Diversity and Inclusion Director
Ratified By: EKF Board of Directors	Date: 01/07/2022
Review dates may alter if any significant changes are made	Review Date: 01/07/2024
<ul style="list-style-type: none"> Does this document meet the requirements under the Equality Act 2010 in relation to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation? Yes 	
Document for Public Display: Yes	

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1. Introduction

- 1.1. The English Karate Federation (hereinafter the EKF) is fully committed to the principles of equal opportunity and the elimination of unlawful and unfair discrimination. Transgender people have their rights enshrined in UK legislation through the Equality Act 2010.
- 1.2. The EKF has developed this policy in respect of transgender people (including transsexual) participating in all aspects of karate, encompassing: athletes, coaches, Directors, officials, spectators and volunteers.

2. Scope

- 2.1. This policy applies to all within the EKF and should be read in conjunction with the EKF Equality and Diversity Policy.

3. Definitions

- 3.1. Documented below are key definitions related to this policy:

Term	Explanation
Assigned sex	The sex, male or female, assigned at birth based on physical characteristics
Gender-affected sport	Karate is a 'gender-affected' sport which means that the average man will always have an advantage over the average woman competing in the sport
Gender Dysphoria or gender identify disorder	<p>A condition where someone experiences discomfort or distress because of a mismatch between their gender identity and sex assigned at birth.</p> <p>Signs can appear at a very young age e.g. a child refusing to wear typical clothes of their gender or taking part in non-typical games – this occasionally passes but usually continues to adulthood. The onset of puberty may increase the risk of self-harm, addiction or suicide.</p>
Gender identity or affirmed gender	<p>The gender to which a person identifies or has transitioned or is transitioning, and which is opposed to that which was assigned at birth.</p> <p>Every person has a right to be able to express their gender in a way that is comfortable to them. Always use a transgender person's chosen name.</p>
Gender Reassignment	A term used for a person proposing to undergo, is undergoing, or has undergone, a process or part of a process for the purpose of reassigning the person's sex by changing physiological or other attributes of sex. (Gender Reassignment is a

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	protected characteristic under the Equality Act 2010)
Gender Recognition Certificate (GRC)	Trans people whose birth was registered in the UK can apply to the Gender Recognition Panel to have their acquired/affirmed gender recorded on their birth certificate. If accepted, the applicant receives a GRC which permits the holder to be recognised for all legal purposes, Inc. marriage, in their acquired gender.
Intersex	A condition where a child at birth doesn't clearly appear male or female. Parents may be recommended to wait until the child can choose their own gender identity before any surgery is carried out.
Non-binary/ genderqueer/ gender fluid	Someone who defines their gender as falling somewhere in between man and woman; for example, those who are both man and woman, or neither man nor woman, or moving between genders.
Non-gendered	A person who doesn't identify with either male or female gender
Real-Life Experience/ living in full-time gender	The Real-Life Experience (RLE) is a period of time in which transgender people live fulltime in their preferred gender role. The purpose is to confirm that a transgender person can function successfully as a member of the opposite gender in society, and confirms that they are sure they want to live as that gender for the rest of their life.
Trans	The umbrella term for any person whose gender identity does not correspond to that person's biological sex assigned at birth, and all cross over identities that challenge the socially constructed border between the genders. This includes androgyne, polygender, cross-dressing and transvestite people.
Transgender Woman or girl	A person assigned male at birth who identifies with the female gender, but has not necessarily transitioned.
Transgender Man or boy	A person assigned female at birth but identifies with the male gender, but has not necessarily transitioned
Transition	Someone who is taking or has taken the 4-5 year complex medical process of changing their birth sex and their legal documentation to become the opposite sex
Transphobia	Discriminatory, abusive or negative language or behaviour directed towards a transgender person, and may include refusal to provide access to services equal to non-trans people. It is as unacceptable as racism, sexism or homophobia.
Transsexual	A person who proposes, or undergoes, to realign their gender and sex through use of medical intervention

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4. Legal Requirements

- 4.1. The EKF adopts a zero tolerance approach to transphobia. Transphobia includes the use or encouragement of discriminatory language or any behaviours directed towards anyone who identifies as transgender. Furthermore, this extends to a transgender person's friend or supporter or anyone that may be perceived to be transgender (whether they are or not).
- 4.2. The behaviour may include a reluctance or refusal to provide access to services to the same extent as that provided for a non-transgender person.
- 4.3. The EKF and all affiliated Associations and clubs must ensure that any unacceptable language and/or behaviour is appropriately challenged and sanctioned in accordance with pre-existing policies and procedures. Sanctions can vary but educational programmes should be considered. This is to ensure compliance with our duties under the Equality Act and in keeping with the EKF's Values. In doing so, the EKF helps to create and maintain a safe, inclusive and welcoming environment for transgender people to participate in karate.

5. Good Practice for Associations and Clubs

- 5.1. To ensure compliance and the creation of a safe, inclusive and welcoming environment for trans people. The following points are considered good practice for EKF Associations and Clubs:
 - Treat the individual with dignity and respect.
 - Explain the EKF policy and procedure and ask their view on how to proceed. Provide contact details for the EKF key contact (EDI Director)
 - The images the club presents and displays reflects transgender diversity
 - Practices are open and inclusive
 - Do not automatically assume that everyone is heterosexual or with their assigned birth gender
 - Positive action is taken to attract a representative group of people
 - The Association/Club undertakes sensitive monitoring of sexuality
 - Association/Club personnel and staff have had LGBT+ awareness training and understand the needs and vulnerabilities
 - Respect the private and confidential nature of the individual's situation.
 - Agree with the individual what information is to be shared with others and, if this is necessary, how this should be shared. In general no information should be shared by the local official unless they have express permission from the transsexual person. Thereafter, the EKF policy with regard to information sharing should be followed.
 - Ask the individual what communal changing facilities they would prefer to use, as not every changing facility will have private cubicles. This will depend on whether the individual has transitioned or is in the process of transitioning and whether they have undergone any gender reassignment surgery. It may be that the most appropriate option is to use the cubicles in the toilets appropriate to their full time gender role, or that they should arrive changed and ready to participate, to avoid any misunderstanding should they still have secondary sex characteristics of their former gender. In line with good safeguarding practice, the EKF recommends that adults

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(unless they are parents) do not use the same changing facilities as children under the age of 18 unless there are separate cubicles.

- Encourage the individual to feedback any inappropriate language or behavior from other individuals so that it can be dealt with.
- Ensure a Code of Conduct is publicized indicating their zero-tolerance policy towards all bullying/harassment of people with protected characteristics

6. Safeguarding

- 6.1. A few children change their gender role at a young age, before starting school, or during their early years in school. In principal children in this situation up to the age of 12 may compete in their affirmed gender without restriction. However, assessments may be required to determine the appropriateness of this with regards to 'fairness'. The risk assessments will be made by the appropriate EKF officials with clear decision making and rationale published.
- 6.2. Some trans children are given medication to suspend their puberty and prevent the development of sex characteristics. These trans girls will be able, in principal, to take part in the competitive sport as it is predominantly when pubertal changes start to occur that concerns about 'fairness' may arise as that may start to create an advantage of one sex over another. Non binary, non-gendered and gender fluid athletes will need to select a category to compete in and this will remain their category for a calendar year of competitions. Providing accessible and welcoming information for young Trans people creates an environment where everyone feels valued and those young people have their needs fully taken into account, without prejudice or transphobia.
- 6.3. The EKF commits to working with our transgender community to enable safe participation in the sport and martial art. Any comments or questions regarding this policy should be addressed to the EKF Lead Child Protection Officer:
cpo@englishkaratefederation.com

7. Confidentiality

- 7.1. It is illegal under the Gender Recognition Act 2004 for a person who has acquired information relation to transgender in an official capacity to disclose this personal information unless explicit consent is gathered or in other very limited circumstances.
- 7.2. Any information relating to a transsexual person's former gender (regardless of certification) is also likely to be classed as sensitive personal information under the Data Protection Act 2018 and the GDPR Regulations 2018.

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8. Competition

8.1. Domestic Competition

8.1.1. Karate is a 'gender-affected' sport as defined by the Gender Recognition Act 2004.

8.1.2. The overriding sporting objective is the guarantee of fair and safe competition. EKF Associations must not restrict the participation of a transgender person in competitive sport unless this is strictly necessary to uphold fair or safe competition; any other restriction may amount to direct discrimination.

8.1.3. It is the responsibility and a requirement of a transgender person to declare their status to all the EKF to uphold the fair play objective.

8.1.4. Trans women, whether or not they have a GRC, can participate, attend training sessions, grade and become officials, coaches and volunteer; however, when it comes to competition, the EKF will act in accordance with the Equality Act 2010 which documents:

“The Act allows transsexual competitors to be prohibited from competing where the physical strength, stamina or physique of average persons of one sex would put them at a disadvantage compared to average persons of the other sex and where such a prohibition is necessary for fair competition or the safety of competitors.”

8.1.5. Each application to compete at EKF competitions will be reviewed on an individual basis.

8.1.6. The EKF follows the rules and regulations of the World Karate Federation for domestic competitions. The WKF has yet to determine rules and regulations for Transgender athletes and in the absence of those the following applies to EKF Domestic Competitions (as per Equality in Sport guidelines).

8.1.7. However, the International Olympic Committee have set out Guidelines pertaining to this subject matter. These are detailed below.

- Since the 2003 Stockholm Consensus on Sex Reassignment in Sports, there has been a growing recognition of the importance of autonomy of gender identity in society, as reflected in the laws of many jurisdictions worldwide.
- There are also, however, jurisdictions where autonomy of gender identity is not recognized in law at all.
- It is necessary to ensure insofar as possible that transgender athletes are not excluded from the opportunity to participate in sporting competition.
- The overriding sporting objective is and remains the guarantee of fair competition. Restrictions on participation are appropriate to the extent that they are necessary and proportionate to the achievement of that objective. To require surgical anatomical changes as a pre-condition to participation is not necessary to preserve fair competition and may be inconsistent with developing legislation and notions of human rights.
- Nothing in these guidelines is intended to undermine in any way the requirement to comply with the World Anti-Doping Code and the WADA International Standards.
- The EKF does not currently provide competitions specifically for people whose gender identity is non-binary. However, THE ekf aims to be inclusive of everyone and will strive

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to support the fair participation of non-binary participants, which includes, for example, allowing non-binary athletes to choose a gender category to compete in.

- These guidelines are a living document and will be subject to review in light of any scientific or medical developments.

8.2. Eligibility to compete in male and female competitions

8.2.1. Eligibility to compete in male and female competitions. Gender transition or non-binary selection different from birth sex before puberty.

- Individuals who were male at birth and want to compete as female before puberty shall be regarded as girls and women (female).
- Individuals who were female at birth and want to compete as male before puberty shall be regarded as boys and men (male).

8.2.2. Gender transition or non-binary selection different from birth sex after puberty.

- Those who were female at birth and want to compete as male shall only be eligible to compete in the male category without restriction if the athlete has declared that his gender identity is male.
- Those who were male at birth and want to compete as female are eligible to compete in the female category under the following conditions:
 - The athlete has declared that her gender identity is female. The declaration cannot be changed, for sporting purposes, for a minimum of four years.
 - The athlete must demonstrate that her total testosterone level in serum has been below 10 nmol/L for at least 12 months prior to her first competition.
 - The athlete's total testosterone level in serum must remain below 10 nmol/L throughout the period of desired eligibility to compete in the female category.
 - Compliance with these conditions may be monitored by testing. In the event of non-compliance, the athlete's eligibility for female competition will be suspended for 12 months.

8.3. Eligibility of female athletes with hyperandrogenism

8.3.1. A female recognized in law shall be eligible to compete in female competitions if she has androgen levels below the male range (as shown by the serum concentration of testosterone) or, if within the male range, she has an androgen resistance such that she derives no competitive advantage from said levels as determined by the EKF Medic in its sole and absolute discretion.

8.3.2. To avoid discrimination, if not eligible for female competition, the athlete shall be eligible to compete in male competition.

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8.4. Compliance

- 8.4.1. Transgender Athletes must declare in writing a request to be recognized as a transgender athlete. For individuals transitioning from male to female the declaration cannot be changed for 4 years.
- 8.4.2. Non-Binary Athletes must declare in writing a request to be recognized as a gender different from their sex at birth. For individuals who were male at birth and want to compete as female the declaration cannot be changed for 4 years.
- 8.4.3. In the event that the gender of a competing athlete is questioned, the EKF will designate a medical doctor who shall have the authority to take all appropriate measures for the determination of the gender of a competitor.
- 8.4.4. Should an athlete be considered ineligible to compete in the category he/she desires, he/she would be notified of the reasons why, and informed of the conditions he/she would be required to meet should he/she wish to be eligible. The competitor has the right to appeal the determination of gender.
- 8.4.5. If an athlete fails or refuses to comply with any aspect of the eligibility determination process, while that is his/her right as an individual, he/she will not be eligible to participate as a competitor. The investigation of a particular case will be conducted under strict confidentiality.
- 8.4.6. Interpretation of these guidelines will respect the essence of the male/female classification and also guarantee the fairness and integrity of male/female competitions for all athletes.

8.5. Non-Competitor Trans

- 8.5.1. The EKF acknowledges it serves a wide community and as such they will be protected by EKF policies. Spectators may be transgender and may be subjected to transphobic comments from others around them. Transphobic language and behaviour can be reported directly to club safeguarding officers or officials. In the same way that racist or homophobic language and behaviour is challenged it is vital that coaches and club staff respond to transphobic language whenever it happens and take all reasonable steps to resolve the situation safely and effectively. Spectators may also direct transphobic comments at karateka. This is not always because a player is known to be trans, but simply as a term of abuse, in the same way that 'gay' may be used as a derogatory term, even if there are no gay people present. Whenever phobic language is used it creates a hostile environment and must be addressed.

9. Organisations offering further guidance and support:

- 9.1. Documented below are expert organisations offering further guidance and support:

- Mermaids (www.mermaids.org.uk)
- Gendered Intelligence (www.genderedintelligence.co.uk)
- Stonewall (www.stonewall.org.uk)
- Equality in Sport (www.equalityinsport.org.uk)
- Gender Trust (www.gendertrust.org.uk)
- The Rainbow Project (www.rainbow-project.org.uk)

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- Gendered Identity Research and Education Society (GIRES) – www.gires.org.uk

10. Other relevant/associated documents	
Title and website link	
EKF Child's Safeguarding Policy	https://www.englishkaratefederation.com/application/files/5516/1950/8321/EKF_Childrens_Safe_guarding_Policy_-_April_2021.pdf
EKF Equality, Diversity and Inclusion Policy	https://www.englishkaratefederation.com/application/files/3016/3682/2217/EKF_Equality_and_Diversity_Policy.pdf
The EKF Discipline Code	https://www.englishkaratefederation.com/application/files/1416/1478/0039/ekf-discipline-code.pdf
EKF Guidance on Discipline Code	https://www.englishkaratefederation.com/application/files/8016/1478/0039/ekf-discipline-guidance-2008.pdf
EKF Social Media Policy	https://www.englishkaratefederation.com/application/files/6916/1478/0041/ekf-social-media-policy-v2.pdf

11. Supporting References/Evidence based documents	
Number	References
1	Data Protection Act 2018
2	Equality Act 2010
3	GDPR 2018
4	Gender Recognition Act 2004
5	IOC Framework on Fairness, Inclusion and Non-Discrimination on the Basis of Gender Identity and Sex Variations 2022

12. Dissemination plan	
Dissemination lead:	EDI Director
Previous document already being used?	No
If yes, in what format and where?	N.A
Proposed action to retrieve out-of-date copies of the document:	N.A
For website upload?	Yes
Proposed actions to communicate the document contents to relevant parties:	<ul style="list-style-type: none"> • E-mail of new policy to all Heads of Association for wider dissemination • Discussion of policy at Safeguarding training with CPOs • Publicising of policy on Social Media (Facebook and Instagram pages)

13. Amendment history				
Version No.	Date of Issue	Section/Page Changed	Description of Change	Review Date
1.0	July 2022	N.A	N.A – New document	July 2024

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Appendix A: Equality & Diversity Impact Assessment Tool

Equality Impact Assessment Form	
Department/Function	Equality, Diversity and Inclusion
Lead Assessor	Mr Sonny Roberts
What is being assessed?	Transgender and Transsexual Inclusion Policy
Date of assessment	July 2022

1) What is the impact on the following equality groups?

Positive:	Negative:	Neutral:
<ul style="list-style-type: none"> ➤ Advance Equality of opportunity ➤ Foster good relations between different groups ➤ Address explicit needs of Equality target groups 	<ul style="list-style-type: none"> ➤ Unlawful discrimination / harassment / victimisation ➤ Failure to address explicit needs of Equality target groups 	<ul style="list-style-type: none"> ➤ It is quite acceptable for the assessment to come out as Neutral Impact. ➤ Be sure you can justify this decision with clear reasons and evidence if you are challenged
Equality Groups	Impact (Positive / Negative / Neutral)	Comments
		<ul style="list-style-type: none"> ➤ Provide brief description of the positive / negative impact identified benefits to the equality group. ➤ Is any impact identified intended or legal?
Race (All ethnic groups)	Neutral	
Disability (Including physical and mental impairments)	Neutral	
Sex	Positive	
Gender reassignment	Positive	
Religion or Belief	Neutral	
Sexual orientation	Positive	
Age	Neutral	
Marriage and Civil Partnership	Neutral	
Pregnancy and maternity	Neutral	
Other (e.g. carers, veterans, people from a low socioeconomic background, people with diverse gender identities, human rights)	Positive	

2) In what ways does any impact identified contribute to or hinder promoting equality and

N.A

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diversity across the organisation?	
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3) If your assessment identifies a negative impact on Equality Groups you must develop an action plan **to avoid discrimination and ensure opportunities for promoting equality diversity and inclusion are maximised.**

- This should include where it has been identified that further work will be undertaken to further explore the impact on equality groups
- This should be reviewed annually.

Action Plan Summary

Action	Lead	Timescale
N.A	N.A	N.A

This form will be automatically submitted for review for Policies and Procedures.

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