



Participation Procedures for Gender Reassignment Archers

Responsible for review
Chief Executive

Change History			
Version	Approved by	Date of approval	Next review date
Proc-12-02	Chief Executive	March 2017	January 2018

This policy is currently being reviewed, for all communication regarding this policy, or any clearance requests, please contact the Compliance and Business Operations Manager, Robert Potts, on robert.potts@archerygb.org

Introduction

Archery belongs to, and should be enjoyed by, anyone who wants to participate in it. Archery GB regulates the participation of competitors at Archery meetings and tournaments as set out in The Archery GB Rules of Shooting. It is Archery GB's firm view that gender identity should not be a barrier to participation in archery. Archery GB is intent on making archery a lifelong experience, and ensuring the inclusion and safety of participants. Archery GB has produced this document to set out its position on transgender and transsexual people taking part in archery.

Background

Participating in sport and in our case archery has physical, psychological and social benefits and Archery GB is committed to promoting Archery for Everyone.

Archery GB has undertaken a review of its earlier procedures, which adopted the International Olympic Committee's position on transgender athletes as set out in the Stockholm Statement of May 2004.

Archery GB has given careful consideration to the Sports Council Equality Group "Guidance for National Governing Bodies of Sport" on "Transsexual People and Competitive Sport" and is pleased to adopt its recommendations to provide an inclusive environment which is supportive of and welcoming to trans people in archery. As part of its review, Archery GB has also sought the input and guidance of a specialist trans organisation.

Archery GB's view is based on the fact that during the growth period, leading up to puberty, there is little difference in male and female strength development.

However, hormonal changes brought about by puberty may result in:

- a. safety issues, due to a general distinction between males and females in sport as a result of different muscle strength caused by testosterone (usually, an issue for contact sports); and
- b. fair play issues, due potentially to differences between the sexes, and the fact that oestrogen and testosterone which is often taken as part of an individual's gender reassignment, can also have physical effects which may lead to competitive advantage.

For this reason, it is necessary to have in place a fair and considered procedures to allow participation for all in archery, and ensure fair competition and the safety of all those on the field of play.

This document governs participation in domestic archery and competitions governed by Archery GB. It does not govern:

- a. participation in any archery competitions that are not governed by Archery GB; or
- b. international archery; or

c. international competitions governed by World Archery or World Archery (Europe) or the International Olympics Committee (IOC) and International Paralympic Committee (IPC).

and references to “archery” throughout this document should be understood in this context.

Gender within archery

Archery is a gender affected sport of a competitive nature where the physical strength, stamina or physique of average persons of one sex could put them at a disadvantage compared to average persons of the other sex as competitors at an archery tournament.

Current law provides that because of this, separate sporting competitions can be organised for men and women. The general position is that the participation of trans people in competitive sports cannot be restricted unless it is strictly necessary to pursue a legitimate aim, namely securing fair competition and safety of other competitors.

What does gender reassignment mean?

Under the Equality Act 2010, a person has the characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning that person’s sex by changing physiological or other attributes of sex.

A reference to a transsexual person is a reference to a person who has the characteristic of gender reassignment.

The reassignment of a person’s gender may include undergoing medical gender reassignment treatments. However, it is not necessary for somebody to have undergone medical treatment in order to have the characteristic of gender reassignment. A transsexual person may or may not be proposing to undergo, be in the process of undergoing, or have completed a reassignment of their sex. Gender reassignment is a personal process (that is, moving away from one’s birth sex to the preferred/affirmed gender), rather than a medical process.

Gender reassignment is one of nine protected characteristics under the Equality Act 2010, and as such, transsexual people are protected against discrimination.

The Gender Recognition Act 2004 also makes clear that the trans status of a person is confidential.

Intent

Archery GB's intent on trans people wishing to take part in archery in their affirmed gender is as follows:

An individual may be eligible for participation in their affirmed gender. This will be subject to the approval of Archery GB on a case by case basis; the Clearance Procedure is set out below.

In reaching a decision, Archery GB will have regard to the following two factors:

- a. the safety of the applicant and fellow archers (usually, an issue for contact sports and unlikely to be relevant for archery), and
- b. the need to ensure fair play and fair competition.

When considering a trans archer's application, Archery GB will make a presumption that an individual's application will be approved if he or she is able to satisfy the hormone-based requirements and provide the evidence set out below. If these requirements are met, Archery GB will only refuse an application if Archery GB decides in its absolute discretion that it is necessary to refuse an application to ensure:

- a. the applicant's and fellow archers' safety (unlikely to be relevant for archery) and/or
- b. fair competition.

Requirement	Evidence
Transsexual male (female-to-male transsexual person)	
Hormone therapy results in blood testosterone levels within natal male range	<ul style="list-style-type: none"> • Individual case-by-case review • Medical information/records demonstrate hormone therapy administered in a verifiable manner • Blood testosterone within range for an appropriate length of time so as to minimise any potential advantage • Hormone treatment may need to be verified annually • Proof of ID required is identical to that required of all archers i.e. passport or driving licence
Transsexual female (male-to-female transsexual person)	
Hormone therapy or Gonadectomy results in blood testosterone within natal female range	<ul style="list-style-type: none"> • Individual case-by-case review • Medical information/records demonstrate hormone therapy administered in a verifiable manner • Blood testosterone within natal female range for an appropriate length of time so as to minimise any potential advantage • Hormone treatment may need to be verified annually • Proof of ID required is identical to that required of all archers i.e. passport or driving licence

If a trans person has not undergone or is not undergoing hormone therapy or gonadectomy, Archery GB will consider their application taking into consideration the two requirements to ensure:

- a. the applicant's and fellow archers' safety (unlikely to be relevant for archery) and
- b. fair competition.

Clearance Procedures

All applications for clearance for an archer to participate in their affirmed gender must be passed to Archery GB's Membership Services Manager. Archery GB's Membership Services Manager will then notify a medical representative appointed by Archery GB. All personal and sensitive information will be handled sensitively and confidentially in accordance with the provisions of the Data Protection Act 1998, the Gender Recognition Act 2004 and Archery GB policies (if any) regarding such data.

In order to progress such applications for clearance, any individual wishing to participate in their affirmed gender will be asked to permit their GP and/or Consultant to disclose relevant medical information to Archery GB (including such information, records or other material as Archery GB may require from time to time) and to permit Archery GB's Membership Services Manager to liaise with their GP and/or Consultant as necessary.

In order to determine whether an individual can be approved to take part in archery in their affirmed gender, Archery GB's Membership Services Manager, and/or any medical representative appointed by Archery GB will consider the evidence on a case by case basis.

Archery GB will maintain a confidential register of archers who have been approved to take part in their affirmed gender and each archer's clearance, in particular any hormone-related treatment, may continue to be reviewed every year, to ensure its continued validity. This is because there will be some people living in their affirmed gender who, if hormone treatment ceases, will continue to produce hormones as a result of their birth sex that affect their strength or stamina. In such an instance, Archery GB may withdraw its clearance.

A person shall not be entitled to take part in archery in their affirmed gender until such time as they have been provided with written clearance by Archery GB.

Any individual applying for clearance to take part in archery in their affirmed gender may appeal against Archery GB's determination of their application. In the first instance, appeals should be made to the Chief Executive who will appoint a senior manager (other than the Membership Services Manager) to consider the appeal.

If an Archer's gender is Challenged

In the event that the gender of an archer is questioned, Archery GB will work with the individual to undertake a sensitive and confidential review of their circumstances and if it considers that there are grounds to do so, shall have the authority to take appropriate measures for the determination of the gender of a competitor. Archery GB will only

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consider reasonable requests which are put formally in writing setting out clearly the grounds on which they are based.

For further information and guidance please contact:

Archery GB
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Lilleshall National Sports Centre
Newport
Shropshire
TF10 9AT

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