BRITISH TAEKWONDO COUNCIL

Safeguarding – Protecting Children Polices and Procedures

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2	BTC	January 2017	January 2020
3	D Sutherill	December 2019	December 2022
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BTC Transgender Policy

Mission statement

The BTC and its member organisations acknowledge the value of each member's individuality. It is the core aim of the BTC that all individuals are encouraged to reach their full potential. We will seek to achieve this through the creation of a safe, inclusive and welcoming environment.

Purpose of the Policy

1. The purpose of this policy is to support those involved in Taekwondo, particularly instructors, to respond appropriately, sensitively and fairly with transgender individuals. This includes BTC and member organisation tournaments and national team selection.
2. This policy exists to reassure transgender students of the protection and support they have, both within law and BTC policies and procedures.
3. The policy also supports member organisations in meeting the requirements of the Equality Act 2010, which lists gender reassignment as one of the nine protected characteristics on the grounds of which people are protected from unlawful discrimination.

The BTC's commitment

4. The BTC is fully committed to tackling transphobia and promoting the inclusion of transgender individuals in Taekwondo
5. The BTC aims to create an inclusive, trans-friendly culture in Taekwondo, free from discrimination, harassment and victimisation.
6. No person will be treated less favourably on the grounds of transgender identity or reassignment.

Definitions

7. In this policy, ‘female’ refers to an individual living as and identifying as female on a full-time basis.
8. In this policy, ‘male’ refers to an individual living as and identifying as male on a full-time basis.

Scope of the policy

9. This policy applies to BTC and member organisation sanctioned events including competitions and gradings.
10. BTC members should comply with, and adopt, this policy and associated guidance as a minimum standard within their clubs.

Competition

A transgender student who wishes to compete solely in the patterns division will be eligible to compete as the sex with which they identify.

Male to Female transgender

11. Transgender students who have transitioned before puberty, or students who have not yet entered puberty will be eligible to compete as a female.
12. Transgender students who have transitioned after puberty must demonstrate that their total testosterone level in serum has been below 10nmol/L for at least 12 months prior to their first competition.
13. Female to Male transgender students will be eligible to compete in the male divisions without restriction.

Confidentiality

The BTC will respect the confidentiality of all transgender individuals.

Protection against harassment and bullying

The BTC recognises it is the right of every individual to choose whether to be open about their gender identity and history. To ‘out’ someone without permission is a form of harassment and a criminal offence.

Transphobic bullying and harassment contravene the BTC’s code of conduct.

Additional guidance

If a student does approach you and tells you they are transgender it would be advisable to have a suitable response prepared. Try to make a time where the student can let you know how best you can support them, this would be a good time to discuss who, if anyone they would like to share this with. A student may feel confident about telling other people themselves or they may prefer you to explain to other students. It is not appropriate to ask a student that you suspect may be transgender about their status.

Students should be allowed to use the facilities which match their chosen gender. If another student feels uncomfortable then, where possible, they should be offered a suitable alternative. Where possible gender neutral facilities are a sensible alternative. It would not be appropriate to offer accessible toilets or changing rooms to a transgender student.

Genderqueer/genderfluid/genderneutral/bigendered/intersex

A student's gender identity should not have any impact on their ability to train in Taekwondo. It would sensible to ask people how they would like to be addressed eg he/she/they, or simply by their name! For competition purposes the rules for transgender students would apply.

Glossary

Transgender – a person whose sense of personal identity does not correspond with the sex they were assigned with at birth.

Genderqueer – a person who does not subscribe to conventional gender distinctions but identifies with neither, both, or a combination of male and female genders.

Genderneutral – a person who doesn't identify as male or female.

Genderfluid – a person who doesn't identify themselves as having a fixed gender. Their gender can vary over time or in response to different circumstances.

Bigendered – a person who moves between two gender identities, male and female.

Intersex – a term used to describe a person who may have the biological attributes of both sexes or whose biological attributes doesn't fit the typical definitions of male or female.

Non binary – an umbrella term for a person who does not identify as male or female.

For further advice and information:

www.stonewall.org.uk

www.pridesports.org.uk

www.gendertrust.org.uk