

BRITISH TAEKWONDO COUNCIL

Safeguarding – Protecting Children & Adult Policies and Procedures

Version	Author	Date	Review Date
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3	Fiona Brown	September 2024	September 2027

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 to 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 2021, 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

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

Definitions

1. Gender: The UK government defines gender as:
 - a social construction relating to behaviours and attributes based on labels of masculinity and femininity; gender identity is a personal, internal perception of oneself and so the gender category someone identifies with may not match the sex they were assigned at birth
 - where an individual may see themselves as a man, a woman, as having no gender, or as having a Non-Binary gender – where people identify as somewhere on a spectrum between man and woman
2. Gender Affected Sport: The Equality Act 2010 defines a Gender Affected Sport as a sport, game, or other activity of a competitive nature in circumstances in which 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 as competitors in events involving the activity.
3. Non-Binary: (an umbrella term that includes genderfluid, genderqueer and other labels): not fitting neatly or exclusively into one of the binary gender categories. A non-binary person may have: a single fixed gender position other than male or female, no gender, a combination of male and female or other genders, or move between male, female and other genders – or they might not identify or agree with the concept of gender entirely.
4. Sex: The UK government defines sex as:
 - referring to the biological aspects of an individual as determined by their anatomy, which is produced by their chromosomes, hormones, and their interactions
 - generally male or female
 - something that is assigned at birth
5. Transgender: A person whose gender identity is different from their physical sex at birth. Those people who, as defined by the Equality Act 2010, share the protected characteristic of gender reassignment, and are described as transsexual people under the legislation.

Scope of the policy

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

Competition

The science is unequivocal in demonstrating the physiological, biological and subsequent sporting performance advantages that adult males enjoy over adult females due to the effect of testosterone during male puberty. There is also clear evidence that there are retained differences in strength, stamina and physique between the average female compared with the average transgender or non-binary person assigned male at birth, with or without testosterone suppression.

Patterns

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

Female sparring

For reasons of safety and fairness only competitors whose birth sex is recorded as female, irrespective of gender identity, will be eligible to compete in female sparring divisions. This is due to retained advantages in strength, stamina and physique. Transgender female students who have transitioned before puberty, or students who have not yet entered puberty will be eligible to compete as a female.

Male sparring

This division will be open to:

- Students whose sex is recorded at birth as male
- Students whose sex is recorded at birth as female *if*:
 - The student (or parent/guardian for under 18's) provides written consent.
 - An appropriate risk assessment is carried out by the student's instructor
 - The tournament organiser is notified before the event

NB: should a student not wish to make their instructor aware of their gender identity they may contact BTC directly to discuss an alternative process

Female destruction

For reasons of fairness only competitors whose birth sex is recorded as female, irrespective of gender identity, will be eligible to compete in female destruction divisions. This is due to retained advantages in strength, stamina and physique. Transgender female students who have transitioned before puberty will be eligible to compete as a female.

Male destruction

Transgender male students will be eligible to compete in the male destruction division without restriction.

Confidentiality

The BTC will respect the confidentiality of all transgender, gender-fluid and non-binary students.

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. Breaches of this policy will be dealt with under the BTC Disciplinary policy.

This policy has been written following the UK's Sports Council Guidance for Transgender Inclusion in Domestic Sport.



BTC GENDER PARTICIPATION RISK ASSESSMENT FORM

This risk assessment form can be used to review and identify an individual's physical development, technical ability, and Taekwondo competency. This evidence should be used to determine if the individual is competent and confident both physically and from a Taekwondo skill level to participate at an appropriate level, that is competitive and comparable to their opposition. The student's own instructor, or an appropriately qualified instructor who has experience in teaching Taekwondo at the level in which the student is proposing to participate should complete this risk assessment.

Student's name:

Instructor's name:

Date of assessment:

Assessment:

Is the student competent and able to compete fairly and safely at a comparable level to their opponents? (Consider the student's skills and physical abilities)

Yes ☐ No ☐

Please provide details:



Has the student competed in competitions previously?

Yes ☐ No ☐

	Signature	Date
Student		
Parent/Guardian (if student is under 18)		
Instructor		