

Bipha Inline Puck Hockey Association

Transgender inclusion guidance

January 2022





Introduction

The British Inline Puck Hockey Association (BIPHA) believe that inline puck hockey should be a sport that is inclusive and enjoyed by all. BIPHA wishes that everyone is treated with dignity and respect.

Therefore, it is BIPHA's view that gender identity should not be a barrier to participation in Inline Puck Hockey. BIPHA wish to make inline puck hockey an enjoyable lifelong experience, whilst ensuring the inclusion and safety of its participants.

BIPHA has produced these guidelines, in consultation with the British Roller Sports Federation (BRSF) as the recognised governing body of all roller sports in the UK, to set out its position on transgender and transsexual people playing Inline puck hockey.

Background

This guidance has been produced with consideration of the following documents:

- Guidance for Transgender Inclusion in Domestic Sport 2021
- Transgender International Research Literature Review 2021
- Transgender International Policy Review 2021
- Gender Recognition Act 2004
- Equality Act 2010.
- Data protection Act 2018

And resources from these organisations:

- NSPCC child protection in sport unit
- Equality for sport

It is recognised that participation in sport has physical, psychological and social benefits for all.

BIPHA allows mixed teams within its structure and has girls/women only leagues and events.

Hormonal changes brought about by puberty may result in:

- **safety issues**, due to a general distinction between males and females in sport as a result of different muscle strength caused by testosterone.
- **fair play issues**, due potentially to differences between the sexes, 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 policy to allow participation for all within BIPHA and ensure fair competition and the safety of all those on the rink.



This guidance covers participation in domestic UK events and competitions sanctioned by BIPHA from regional to national level. Participation in other puck hockey or roller sports events not sanctioned by BIPHA are not covered by this guidance. International or elite level events are covered by the guidance or regulations provided by international federations such as World Skate or other bodies.

Gender within inline puck hockey

Inline Puck Hockey 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 in events involving the activity. Because of this, separate sporting competitions can be organised for men and women in line with the **Equality Act 2010**.

In accordance with the **Guidance for Transgender Inclusion in Domestic Sport 2021** all gender affected sports wishing to include transgender women, or non-binary or gender fluid people recorded male at birth, within the female category should institute testosterone limits defined by blood tests.

More recent policy indicates a level less than 5 nmol/L is more appropriate than the level of 10nmol/L (and per protocols defined in international sport) for a preliminary period before entry into the first competition, and then maintained for as long as the transgender person remains competitive. Current evidence indicates 12 months is likely to be too short a time to minimise performance differences. As testosterone blood levels can vary over a short time under most treatment regimes, tests should be conducted at least quarterly, and can include further markers of testosterone suppression.

A dedicated officer who is able to administer athletes' test results throughout the competitive and off-seasons would be required. Should any player be away from testing for any time, they would need to complete another preliminary period before they can compete again.

Transgender men should not compete in female categories once treatment with testosterone commences, as this would constitute a doping violation as per UK Anti-Doping (and World Anti-Doping Agency) regulations. All competitors, at any level of competition, must adhere to anti-doping regulations and this includes use of TUEs for prohibited medications.

Evidence indicates it is fair and safe for transgender people to be included within the male category in most sports. This is on the assumption that the transgender person will generally be using testosterone supplementation, for which a Therapeutic Use Exemption (TUE) may be required.



What is meant by gender reassignment?

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 9 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.

What does this mean for BIPHA participants?

Within BIPHA all events and leagues are mixed (except those defined as girls or womens leagues and events). Therefore, transgender people, including transgender men, non-binary and gender fluid people recorded female at birth may participate in these events.

To participate in girls and women's events it is expected that participants give information relating to birth sex. Failure to do so may mean that a person would be unable to participate in these events. The data would be kept in accordance with the Data Protection Act 2018.

BIPHA does not have a dedicated officer who is able to administer players' test results throughout the competitive and off-seasons, so at this time anyone who was male at birth is not able to participate in activities defined as women only.

Transgender men who have commenced treatment with testosterone are unable to participate in activities defined as women only. Anti-doping declarations may be requested. Failure to provide information would mean that a person may not be able to compete in this category.



Transgender inclusion guidance

If a player's gender is challenged

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

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