

## **Stonewall's guide to responding to British Cycling's consultation on their Transgender and Non-Binary Participation policy**

### **Introduction:**

British Cycling have opened a public consultation on their Transgender and Non-Binary Participation policy. Their policy was approved in October 2020, however they are demonstrating best practice and reviewing to assess its impact.

We are calling on those within cycling to respond to the consultation to call for greater trans inclusion within this policy, with emphasis on improving inclusion for non-binary participants.

Below you will find suggestions on how to complete the consultation, but please read the policy [here](#) first and familiarise yourself with the consultation [here](#). The consultation closes on Friday 30 April 2021.

We would also recommend you read Velociposse's [Open Letter](#) to British Cycling for further information.

### **Definitions**

For this section, please read page 1 of the [Transgender & Non-Binary Participation Policy](#)  
**Please click yes and write in as much detail as you wish:**

Definitions are incredibly important within policies as they set out who is and isn't included within the policy. This is why definitions must be as inclusive as possible.

Within the current policy, transgender, non-binary and sex all have definitions that do not follow best practice or the language used within the trans community.

- non-binary says people who don't identify with gender binary, however being non-binary is much more complex than this
- The definition of Transgender - uses over medicalised language and based on legal definitions (equality act 2010) and should use the definitions trans communities use
- The definition of sex - over medicalised language and should include that it is assigned at birth

[Stonewall's glossary of definitions](#) is a good place to start when looking for alternative definitions

### **Membership**

For this section, please read page 2 of the [Transgender & Non-Binary Participation Policy](#)  
**Please click yes and write in as much detail as you wish:**

Within the Membership section, it is fantastic to see that there are no medical evidence requirements for changing a member's gender for the categories of: Ride; Commute; Fan.

However, you can only change your gender to male/female, this means that non-binary people will have to record their gender as either male or female on their membership, rather than being recorded as non-binary.

Also within this section, there is a paragraph that reads, “All Transgender and Non-Binary prospective British Cycling Members are required to inform the British Cycling Membership Team their membership shall be in their Self-Identified Gender rather than the Sex assigned at birth. This is to ensure the required evidence can be requested.” This raises concern as there is not enough information on what will happen with this data or what ‘required evidence’ is. Stonewall supports a self declaration model. It is important that there is parity within any rules and regulations, so that trans competitors don’t have to undergo a level of scrutiny that is not applied to their cis peers.

Finally, there is a sentence that reads: “\*If the Participant is under 18 years old, the declaration shall also need to be signed by the Participant’s parent or legal guardian.” We ask for British Cycling to outline what support they will be able to provide to young trans people who do not have supportive parents/legal guardians to ensure their gender identity is respected at cycling. Furthermore, Stonewall recommends that the age for parental consent requirements be reduced to 16 for all competitors.

### **Recreational Activity**

For this section, please read the bottom of page 2 of the [Transgender & Non-Binary Participation Policy](#)

**Please click yes and write in as much detail as you wish:**

For this section, we ask for you to celebrate the paragraph - “*All Participants should be treated with respect at all times and if concerns are reported of individuals not accepting Transgender and/or Non-Binary Participants in any activity, the matter shall be referred to the British Cycling Integrity and Compliance Department to be considered under the British Cycling Disciplinary Regulations.*” - this is best practice sets a clear standard of trans inclusion and rejection of transphobia.

### **Competition**

For this section, please read page 3 of the [Transgender & Non-Binary Participation Policy](#)

**Please click yes and write in as much detail as you wish:**

The Competition section of the policy has implemented a testosterone limit for trans women which does not have substantial peer reviewed evidence to support it. [Jones et al](#), 2017 – completed a review of 8 research articles and 31 sport policies about trans inclusion in sport

- ‘There is **no direct and consistent research to suggest that transgender female individuals (and transgender male individuals) have an athletic advantage in sport** and, therefore, the majority of competitive sport policies are discriminatory against this population’

We ask you to call for inclusion of trans women within cycling competitions without the dehumanising medical requirement of testosterone monitoring. Alternatives to this system are that testosterone levels are not measured for both cis and trans competitors, or that trans women who want to compete in the women’s category provide proof of being on testosterone suppressants.

Within this section, there is no section on non-binary participants exclusively. This results in there not being enough detail explicitly stating a stance of inclusion and outlining

requirements for non-binary people to compete within the gender category that feels most comfortable to them. The only guidance on non-binary cyclists inclusion is that they will have to declare their gender as male or female before being able to compete and adhere to the requirements set out for trans men and trans women. E.g a non-binary cyclist would have to declare their gender as female and monitor their testosterone for 12 months prior to being able to compete in women's competitions, even if they had been already competing in women's competitions before coming out. Non-binary participants should be able to register as non-binary, and we urge against testosterone level monitoring for all participants cis and trans.

Stonewall questions the need for trans people to have a written declaration of their gender identity to compete in competitions. Cis people do not have to do this, so we question why trans and non-binary people would have to do so. Trans and cis competitors should be treated equally in all requirements to compete. The requirement that once a gender is changed it cannot be changed for another 4 years is unnecessarily restrictive and will have a damaging impact on athletes ability to explore and grow in their gender identity. If a participant comes out initially as non-binary but two years later realise that they are a trans woman or trans man, they should be allowed to update their gender on their records.

It is also important for there to be a clear statement that accessing surgery or changing pronouns will not impact non-binary athletes participation in the gender category of their choice.

Under the Competition heading, there is a Monitoring and Compliance heading. Within this, there are two statements that are causes for concern:

- "Compliance with British Cycling's Transgender & Non-Binary Participation Policy may be monitored". We recommend asking for further clarity on this, such as: who will be doing the monitoring? What expertise will they have? What will the appeals process be?
- "British Cycling reserves the right to request further medical evidence from an individual participant where it is deemed necessary." . This is concerning as there is not enough detail on what "necessary" medical evidence would look like, or what situations would justify further invasion of privacy and dignity for the athlete. We would recommend urging British Cycling to not add further medical requirements to an already overly medicalised policy.

### **Any other comments**

For this section, please read all of the [Transgender & Non-Binary Participation Policy](#) and give your thoughts on any of the aspects yet to be discussed. Reading other trans inclusive policies is a good place to start if you want ideas for the best practice in regards to thresholds for trans participation in sport and definitions. Athletes Unlimited's [Policy on Participation of Transgender and Non-Binary Athletes](#) and [Australian Tennis Transgender Guidelines for community tennis](#) are good places to start.

**Please click yes and write in as much detail as you wish:**

Please celebrate sections 7 (Your Roles and Responsibilities) and 8 (Data Protection). These sections are clear in their inclusion of trans, including non-binary, cyclists within British Cycling, and centre the rights and safety of trans participants

Section 7 Your Roles and Responsibilities or section 6, could be further strengthened by an addition of a clear process for reporting transphobia if people do not uphold their roles and responsibilities.

You can also sum up your overall feedback, the most important calls are for:

- Removal of testosterone limits for trans women/non-binary people wanting to participate in women's competitions
- A specific non-binary inclusion in cycling section
- Parity between rules and regulations for cis and trans competitors
- A clear definition of transphobia that is linked to a bullying and harassment policy

### **Next Steps**

Once you have completed those sections, please click next and complete your personal details in the next page, then submit!

Thank you for taking the time to complete the consultation and in helping to make cycling everyone's sport.

Please share this guidance sheet with other cyclists who are wishing to complete the survey by Friday 30 April 2021.

You can find support through:

[Switchboard LGBT+ helpline](#)

[Mindline Trans+](#)

[PRiDE OUT](#) - an LGBT+ cycling group