



Frequently Asked Questions (FAQ) for Clubs & Coaches: Supporting Trans-Gendered Members in your club. (promoting BJA Strategy [Our 2022-2025 Strategy - British Judo](#)). *'Inclusive, accessible & safe environments for all'*

The British Judo Association (BJA) remains committed to being a fully inclusive sport where all genders regularly practise the sport and art of judo together and without separation.

The foundation of BJA Transgender Inclusion Policy reflects the current guidance which has been produced by the UK Sports Council. <https://equalityinsport.org/docs/300921/Guidance%20for%20Transgender%20Inclusion%20in%20Domestic%20Sport%202021.pdf>

- The BJA has adopted a policy on transgender participation for two reasons: firstly, in order to ensure equal and fair competition in Judo;
- and secondly, to ensure the safety at all times of all competitors whilst still remaining a welcoming, inclusive sport to all genders.

The BJA acknowledges that the science, and the legal framework, in this field is developing all the time. There are inherent difficulties in reconciling both inclusion and safety within Judo. The inclusion of transgender athletes in competitions, as in many sports, is not straight forward. However, the BJA is not in a position to wait until such time as all the facts are in before creating a policy. As such, the Policy will be kept under regular review and is subject to change as such developments emerge.

[Transgender Inclusion Policy - British Judo](#)

A guide to including trans people in Judo.

Who are trans people?

A trans person is someone who feels that the sex or gender they were assigned at birth does not match their self-identified gender. Trans people include:

- those who were assigned male at birth whose gender is female (trans women);
- those who were assigned female at birth whose gender is male (trans men);
- those who do not identify as male or female (non-binary people).

Consider

- Using gender neutral language [How to Use Gender-Neutral Language at Work and in Life | Grammarly](#)

1. Using Pronouns, i.e. She/her/hers

2. He/him/his

Question: What good practice should your club to consider?

Good practice considerations:

- You can't always tell someone's gender just by looking at a person or hearing their voice.
- If you make a mistake or use a term someone doesn't like, apologise, correct yourself and do your best to use their preferred terms in future.
- 'Trans' and 'transgender' are currently widely-accepted terms and are the safest terms to use in general documents like posters and policies.
- There is no single 'right' way to describe any individual trans person – whatever term that person prefers is the right term to use.
- If someone uses a term you aren't familiar with, just ask them to explain it.
- Avoid collective gendered language such as 'lads', 'ladies' etc.
- Avoid gender-based practices such as lining up boys on the left and girls on the right.

Question? What does the Law say?

Legal considerations:

Current laws protect and support trans people in a number of ways. There are two key laws that apply:

- The Gender Recognition Act 2004 enables a trans person to change their legal gender and birth certificate.
- The Equality Act 2010 provides protection against discrimination and harassment for those with the protected characteristic of 'gender reassignment'. It broadly makes it unlawful to discriminate against or harass someone because of a protected characteristic. The BJA are bound by the Act, alongside all other employers and service providers. People of all ages are protected, regardless of whether they are children or adults. There are nine protected characteristics and one of them is 'gender reassignment'. [Transgender Laws | GenderTrust.org.uk](https://www.gendertrust.org.uk/transgender-laws/)

Question: How to tackle discrimination?

Good practice considerations:

Firstly, we need to understand what is considered discriminating behaviour. So, what are transphobia, homophobia, biphobia, and sexism?

Sometimes it is difficult to distinguish between transphobia, homophobia and sexism. However, they are all based around gender stereotyping. Please see

later in this section where we answer the question: 'How do I tackle gender stereotypes?' As with all abuse, what is most relevant is how someone experiences it. Transphobia, homophobia, biphobia, and sexism are all unacceptable behaviours. At club level, there should be a zero-tolerance approach. There is no place in Judo for 'Banter' that demeans someone on the grounds of their sex, sexuality, or gender identity.

Make sure you communicate your inclusive approach to trans people and a zero-tolerance approach to transphobia, homophobia, biphobia, and sexism, as well as ensuring everyone knows how to report concerns. As with all abuse, the most important thing, is how it impacts on those impacted.

Question: What about toilets, changing rooms and showers?

Good practice considerations:

- Gender-neutral facilities are the best option where facilities enable this.
- Facilities should provide adequate privacy for everyone.
- If someone comes out as trans at your club, ask what arrangements would work best for them and aim to accommodate the option they request.
- If you are having a major refurbishment or facilities upgrade, take the opportunity to create inclusive facilities for all as part of the work.

Question: what about our club records?

Good practice considerations:

Ensure your database and records use gender neutral titles such as 'Mx' and allow the option of 'no title'. Instead of offering a menu with a limited set of options, you may wish to offer a blank space for someone to enter their own title if they wish

Top tips for including trans participants in your Judo Club.

1. Beware of the language used and ensure its inclusive to everyone.
2. If someone transitions whilst part of your club, ask how they would like to be supported.
3. Make every effort to include trans members.
4. Make provisions where possible; reasonable adjustments with facilities such as toilets etc.
5. Let trans people make their choices.
6. Amend documentation and records.
7. Communicate and make your trans inclusive practices visible
8. Make reporting easy for reporting transphobia.
9. Challenge gendered stereotypes and gender norms.
10. Challenge sexist, transphobic, biphobia and homophobic 'banter' and know how to report it to the BJA: safeguarding@britishjudo.org.uk

Organisations for further information & Advice

[Transgender Organisations | The Beaumont Society](#)

The National Gender Charity: sparkle.org.uk

[Trans Unite | Find a Transgender Support Group in Your Area](#)