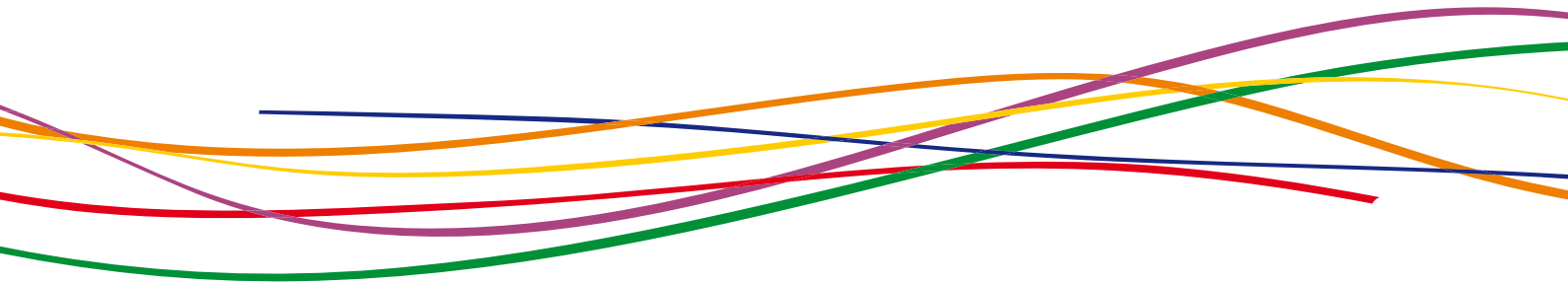


SCOTTISH LGBT SPORTS CHARTER



GUIDANCE DOCUMENT



INTRODUCTION

The Scottish LGBT Sports charter is a visible commitment by those involved in the delivery of sport to take steps to address the issues and barriers LGBT people face, and to improve the involvement of LGBT people in Scottish sport.

Sport has an important and positive role to play - in our communities, in our culture and in improving Scotland's health. We understand more about the barriers that LGBT people face to full and inclusive sports participation than ever before, so now, by working together, making

changes and involving LGBT people more, Scottish sport can be the truly transformative experience for everyone regardless of sexual orientation or gender identity.



Scott Cuthbertson
Equality Network

Equality Network is Scotland's national lesbian, gay, bisexual, transgender and intersex (LGBTI) equality and human rights charity.

www.equality-network.org

Scottish Transgender Alliance is the Equality Network project to improve gender identity and gender reassignment equality, rights and inclusion in Scotland.

www.scottishtrans.org

FOREWORD

As Minister for Public Health and Sport, I am proud to be part of a Government dedicated to creating a modern, inclusive Scotland – one which protects and respects human rights, and one committed to promoting equal participation and access to sport.

Everyone should be able to enjoy sport – whoever they are and whatever their background. Be it on the court or pitch, or in the stands or touchline nobody should have to put up with homophobic or transphobic comments or discrimination.

I am committed to demonstrate leadership on the issues of tackling inequalities, homophobia and transphobia in sport. Scotland shared this during the 2014 Glasgow Commonwealth Games where we delivered an inclusive and welcoming games, an approach that will also be adopted for the 2018 European Championships. This was further illustrated by the government's

additional investment into SGBs specifically targeting work on equalities.

While barriers do still exist that may prevent LGBT people fully engaging in sport, I am convinced that those involved in the delivery of sport are better equipped and better informed to offer a welcoming and inclusive environment.

I welcome this Scottish LGBT Sports Charter, and believe that it will serve as a vital tool for securing the full inclusion of LGBT people in sport.



Aileen Campbell MSP
Minister for
Public Health and Sport

INCLUDING LGBT PEOPLE

The Scottish LGBT Sports Charter was created in response to the Equality Network's 'Out for Sport' report, which was the first comprehensive report of its kind looking at the issues around homophobia and transphobia in Scottish sport and the better inclusion of lesbian, gay, bisexual and transgender (LGBT) people in sport.

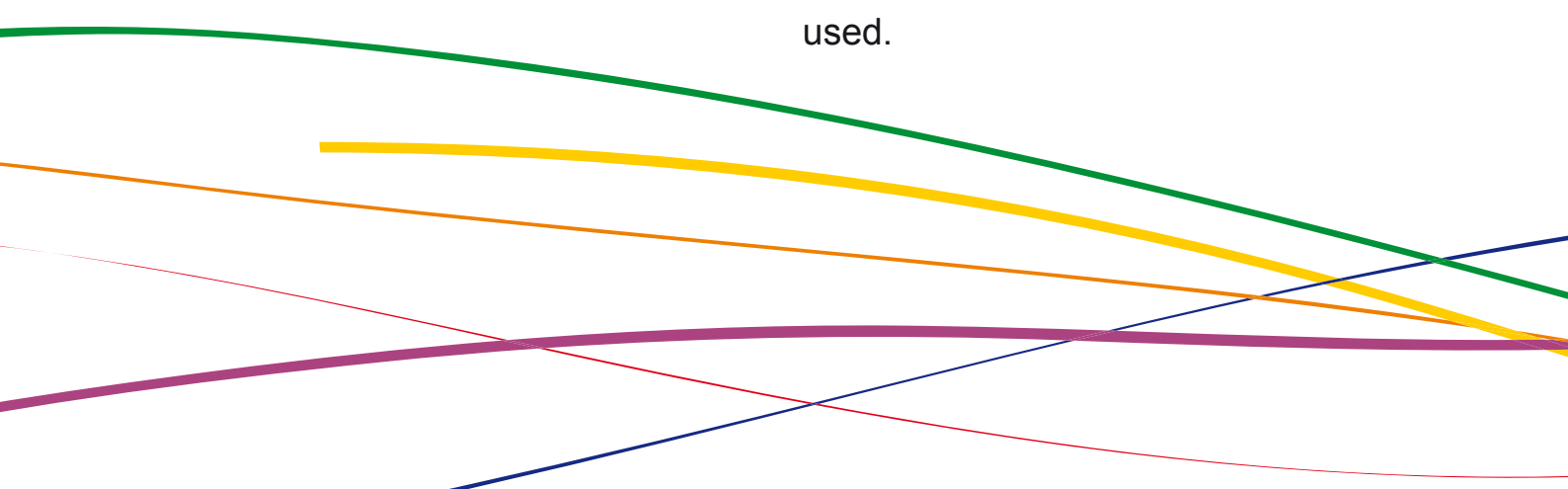
In order facilitate the full inclusion of LGBT people in Scottish sport the report made a recommendation that a Scottish LGBT Sports charter be created.

A copy of the report and further information about the Scottish LGBT Sports Charter can be found at www.equality-network.org/sport

DEVELOPMENT OF THE CHARTER

The charter was developed in consultation with LGBT people, sports governing bodies (SGBs) and stakeholder organisations, it seeks to visibly support the greater inclusion of LGBT people in Scottish Sport and sets out principles by which this can be achieved.

Equality Network, in partnership with **sportscotland** and LEAP Sports Scotland, held a number of meetings for SGBs and other sports sector organisations to discuss the development of the charter, the organisations represented at these events participated in discussions to develop the key aims, principles and wording of the charter. A further consultation with SGBs, sports groups and LGBT people decided on the final version of the charter to be used.



SIGNING UP

The Scottish LGBT Sports Charter is a tool for any organisation or individual involved in the delivery of sport (including SGBs, Local Authorities, Clubs, Local Sports Councils, Leisure Trusts and Sport facility providers), to visibly support the better inclusion of LGBT people in Scottish sport.

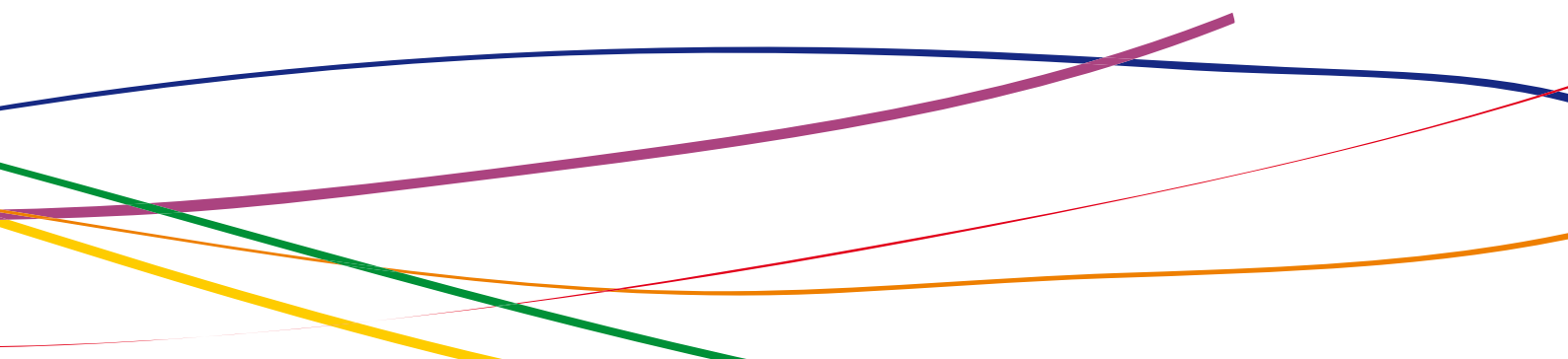
By signing up to the charter you or your organisation is making a commitment to better include LGBT people in sport, while any actions are not mandatory, becoming a signatory to the charter will send a powerful signal of your or your organisations support for the charters principles of inclusion for LGBT people. We recognise that the full inclusion of LGBT people will take progressive changes over time and that actions will be proportionate.

SCOTTISH LGBT CHARTER VISIBILITY

Signatories to the Scottish LGBT Sports Charter will be able to promote their involvement in the scheme and will have access to ongoing support and use of Scottish LGBT sports charter logos.



An annual report on charter signatories, their successes and challenges will be published by the Equality Network as suggested by stakeholders.



DEFINITIONS USED IN THIS GUIDANCE

Sexual Orientation A person's identity in relation to the gender(s) to which they are emotionally, romantically and/or sexually attracted.

Gender Identity A person's deeply felt internal and individual experience of gender, which may or may not correspond with the sex assigned to them at birth.

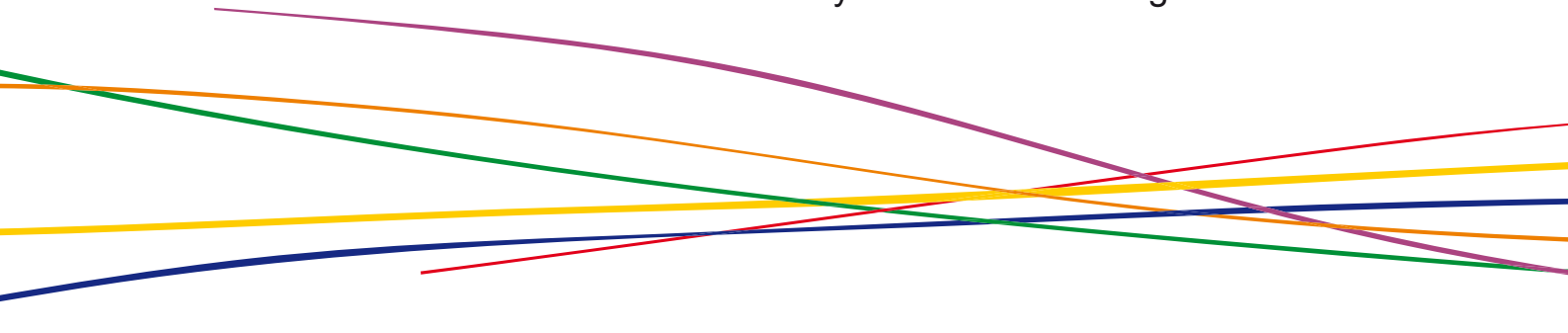
Gender Expression A person's external gender-related appearance (including clothing), speech and mannerisms

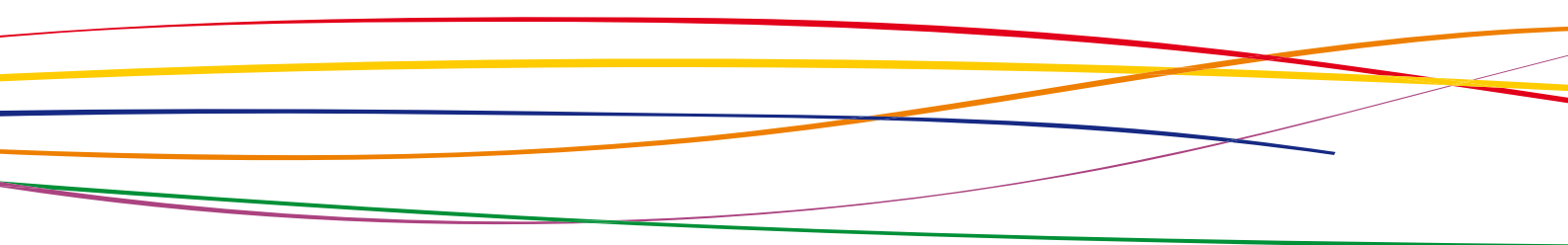
LGBT An acronym for lesbian, gay, bisexual and transgender.

Lesbian A woman who is emotionally, romantically and/or sexually attracted to other women.

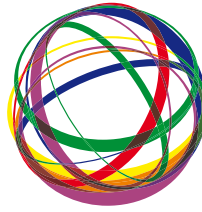
Gay A word describing a person who is emotionally, romantically and/or sexually attracted to members of the same sex.

Bisexual A word describing a person emotionally, romantically and/or sexually attracted to more than one gender, though not necessarily simultaneously, in the same way or to the same degree.



- Transgender / Trans** An umbrella term for people whose gender identity and/or gender expression differs in some way from the sex assigned to them at birth, including transsexual men, transsexual women and non-binary people.
- Non-binary People** People who have complex or fluid gender identities which are positioned outside the traditional man/woman gender binary or who have no gender. Sometimes they intend to undergo, are undergoing or have undergone part of a process of gender reassignment from male to non-binary or from female to non-binary.
- Transsexual** People who intend to undergo, are undergoing or have undergone a process of gender reassignment from male to female (trans women) or from female to male (trans men).
- Homophobic** A discriminatory or prejudiced action related to someone's actual or perceived sexual orientation.
- Transphobic** A discriminatory or prejudiced action related to someone's actual or perceived gender identity or gender expression.
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SCOTTISH LGBT SPORTS CHARTER



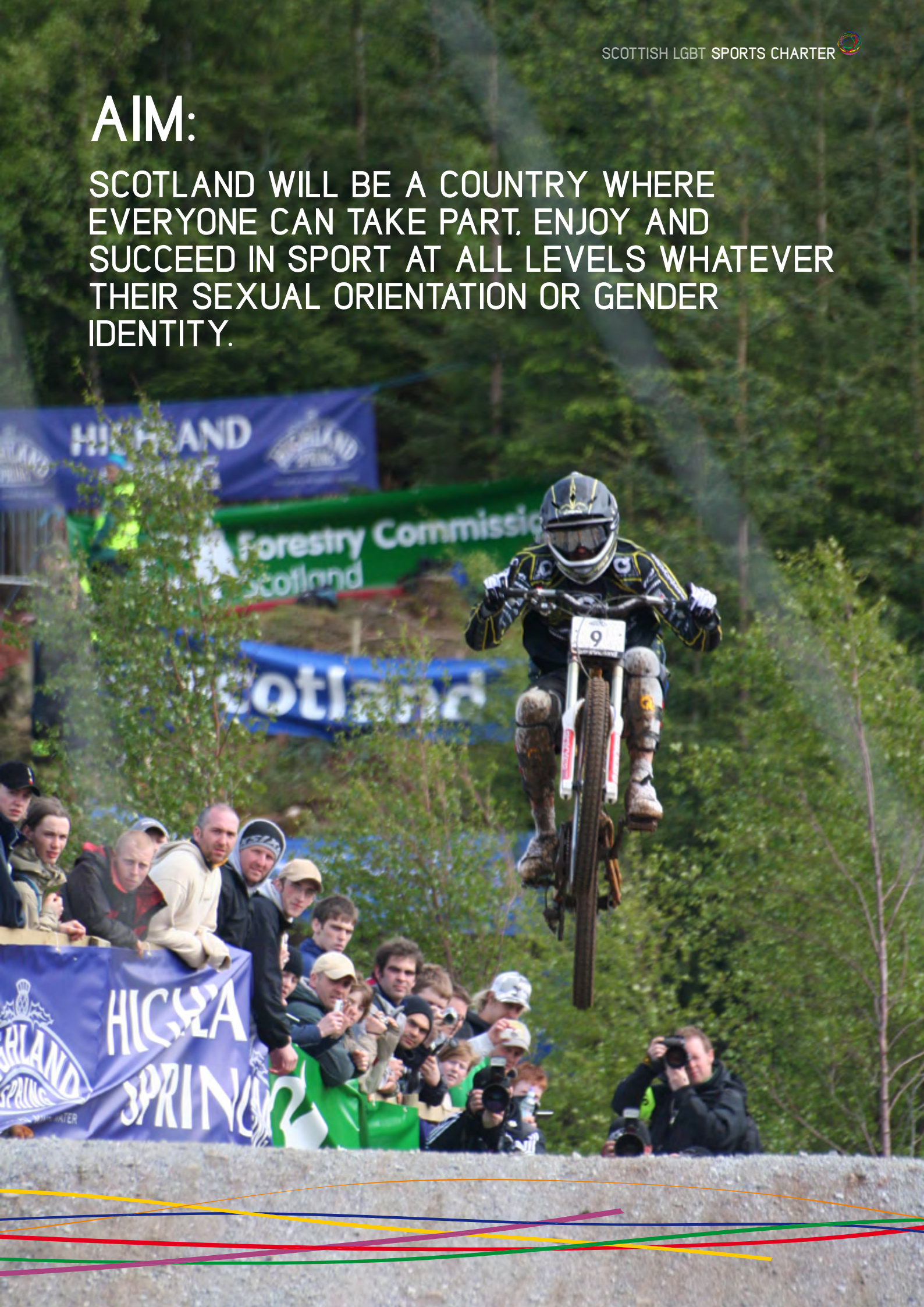
Scotland will be a country where everyone can take part, enjoy and succeed in sport at all levels whatever their sexual orientation or gender identity.

In order to achieve this we will:

- Take steps to actively involve LGBT people in sport and visibly support LGBT inclusion and equality;
- Challenge homophobic and transphobic behaviour and ensure a positive and welcoming sporting environment for LGBT participants;
- Develop policies and practices that are inclusive, informed by a better understanding of the issues and barriers for LGBT people and by taking advantage of training;
- Work to further include trans people in sport by understanding the differing needs for trans participants and begin to reduce the barriers which prevent trans people from taking part in sport in their acquired gender;
- Strive to make continuous improvements to greater include LGBT people in Scottish sport.

AIM:

SCOTLAND WILL BE A COUNTRY WHERE EVERYONE CAN TAKE PART, ENJOY AND SUCCEED IN SPORT AT ALL LEVELS WHATEVER THEIR SEXUAL ORIENTATION OR GENDER IDENTITY.



PRINCIPLE 1:
TAKE STEPS TO
ACTIVELY INVOLVE
LGBT PEOPLE IN
SPORT AND VISIBLY
SUPPORT LGBT
INCLUSION AND
EQUALITY.



57% of LGBT people say they would be more likely to participate in sport if it were more LGBT friendly (Out for Sport, 2012). Whether it's a perceived or real barrier many LGBT people feel sport isn't for them, that's why reinforcing a message that LGBT people are welcome, and that any barriers to the participation of LGBT people can be overcome, will help get LGBT involved. Providing opportunities for LGBT people to reengage, or engage in sport for the first time is an important step towards better inclusion. For some a simple message of welcome can be an empowering action.

Be visible supporters of LGBT inclusion.

Make mention of being LGBT friendly on your website, in your communications and social media. Publish any policies you have on tackling homophobia or transphobia where people can see them. If you use social media use content from LGBT sources to support your message.

Reach out to LGBT sports groups.

There may be LGBT sports groups which are part of your sport or that can use your facilities. Can they become affiliated or get support under your programmes? Are there any barriers to this that can be overcome?

Showcase and replicate good work.

We know there are great initiatives getting LGBT people involved in sport. Tell others about your work.

Include people at all levels.

Inclusion should be about participation at all levels of sport, from elite sport to volunteering and making decisions in the board room. Actively encourage LGBT people to get involved, if you don't have any LGBT people involved make specific mention that LGBT people are welcome and take other proactive steps to engage LGBT people.

Participate in anti-homophobia or transphobia initiatives.

Many sports already have anti-discrimination initiatives that you can get involved with, there are also broader campaigns, like the Scottish Government One Scotland campaign that your organisation can participate in. <http://onescotland.org/campaigns/lgbti-campaign/>



A photograph of two female soccer players in action on a grass field. The player in the foreground is wearing a dark blue jersey with the number 6 and white shorts, and is focused on the ball. The player in the background is wearing a green jersey and shorts. The scene is lit with warm, golden light, suggesting late afternoon or early morning. A large text overlay is positioned on the left side of the image.

**PRINCIPLE 2:
CHALLENGE
HOMOPHOBIC AND
TRANSPHOBIC
BEHAVIOUR AND
ENSURE A POSITIVE
AND WELCOMING
SPORTING
ENVIRONMENT FOR
LGBT PARTICIPANTS.**

In our survey only 5% thought enough was being done to tackle homophobia and transphobia in sport, and 56% had experienced or witnessed homophobia or transphobia in sport. For some LGBT people the fear of, or past experience of LGBT prejudice or discrimination is a barrier to their participation. Having robust procedures and policies in place ensuring any incidents are dealt with quickly and fairly are an important reassurance to LGBT people.

Visibly challenge homophobic or transphobic behaviour.

Take positive steps when homophobia or transphobia occurs. Be clear that homophobic or transphobic behaviour will not be tolerated, in the same way you would deal with other types of discrimination.

Think about the language you use

Sometimes simple things like the language you use can be a barrier, for example using gender based language to describe a poor tackle.

Encourage a zero tolerance approach.

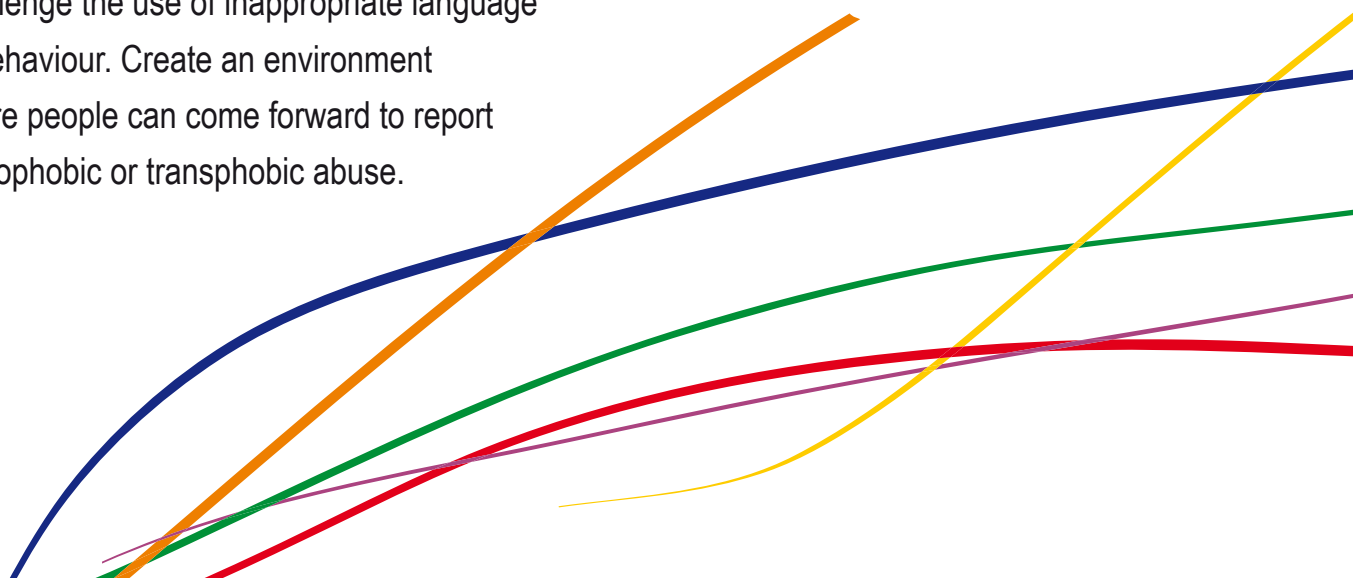
Challenge the use of inappropriate language or behaviour. Create an environment where people can come forward to report homophobic or transphobic abuse.

Staff training.

Ensure LGBT issues are part of the training your staff or volunteers receive as part of the induction or ongoing development. If you're looking for help with training we can help.

Use disciplinary action where necessary.

Ensure LGBT discrimination is covered in your disciplinary policies and use as appropriate. In extreme cases where a hate crime has occurred it may be necessary for the police to become involved.



PRINCIPLE 3:
**DEVELOP
POLICIES AND
PRACTICES THAT
ARE INCLUSIVE,
INFORMED BY
A BETTER
UNDERSTANDING
OF THE ISSUES
AND BARRIERS
FOR LGBT PEOPLE
AND BY TAKING
ADVANTAGE OF
TRAINING.**



LGBT inclusive policies and practice are an important element to the inclusion of LGBT people in sport. Policies can be a useful tool to drive change and inclusive practices. LGBT inclusion is a fast evolving policy area as more LGBT people take up and get more involved in sport.

Include LGBT people or organisations in the development of policy or practice.

Reach out to LGBT people when you're creating new policies, many would be pleased at the opportunity to help.

Source good practice.

There are lots of examples of good inclusive practices happening nationally and internationally and new ways of supporting LGBT inclusion are being developed. As part of the Scottish LGBT charter we will publish an updated good practice document annually.

Make the most of available training and development tools.

sportscotland holds a number of development events throughout the year that you can take advantage of. If you're looking for specific training or advice we can help.

Be an inclusive employer.

Explicitly include sexual orientation and gender identity in employment policies, such as dignity at work, harassment or other employment policies. We can provide support and guidance on introducing staff monitoring of sexual orientation and gender identity.

Review existing policies.

Think about how existing policies may affect LGBT people as part of any policy review process.



PRINCIPLE 4:
**WORK TO FURTHER
INCLUDE TRANS
PEOPLE IN SPORT
BY UNDERSTANDING
THE DIFFERING
NEEDS FOR TRANS
PARTICIPANTS AND
BEGIN TO REDUCE
THE BARRIERS
WHICH PREVENT
TRANS PEOPLE
FROM TAKING PART
IN SPORT IN THEIR
ACQUIRED GENDER.**



There is a need to address the often more challenging barriers faced by transgender people when participating in sport. As understanding of trans equality issues improves, so too do policies and practices, especially in relation to inclusion of trans people in gender segregated competitive sport. We continue to work with SGBs and other stakeholders to support them to increase access for trans people across all levels of sport.

Be proportionate.

Doping tests carried out in competitive sport are not usually implemented for social sporting activities. Likewise, restrictions on trans people's access to gender segregated competitive sport usually do not need to be applied for social sporting activities. Think about what's most appropriate for each different type of sport participation.

Respect names and pronouns.

Regardless of any restrictions on whether a trans person can compete in a particular gender, it is essential that all verbal and written communication always uses their preferred name and pronouns. These details should be updated immediately on simple receipt of the request.

Keep up to date with new guidelines.

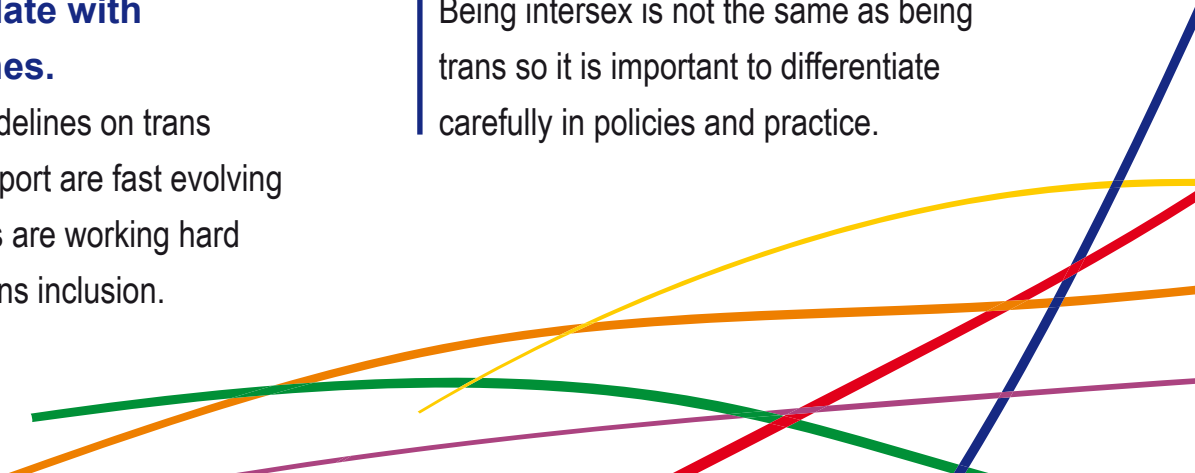
International guidelines on trans participation in sport are fast evolving and many sports are working hard on improving trans inclusion.

Publish information about your facilities.

Many people prefer private changing facilities in swimming pools and gyms, while some people would like a place to change when attending an event. People vary in whether they prefer gender-neutral or gender-specific facilities. Publishing information can help trans people know what to expect in advance.

Differentiate trans from intersex.

Intersex people are born with biological variations within their chromosomes, reproductive organs or processing of hormones which are in-between what science has traditionally regarded as clearly male or clearly female. Many grow up unaware of their biological variation. Being intersex is not the same as being trans so it is important to differentiate carefully in policies and practice.



PRINCIPLE 5:
STRIVE TO MAKE
CONTINUOUS
IMPROVEMENTS TO
GREATER INCLUDE
LGBT PEOPLE IN
SCOTTISH SPORT.



During the development of the charter one principle that was put forward by sports stakeholders was that of continuous improvement. This was to highlight that the full inclusion of LGBT people would not happen overnight and that there were small steps SGBs, sports delivery bodies and others could take, a step at a time.

Benchmark yourself against others who are similar to you.

Take a look at what similar sports, facilities and teams are doing locally and around the world to better include LGBT people.

Ask LGBT people what you could be doing better in future.

As part of any annual review, stakeholder engagement or feedback process ask LGBT people what they think.

Evaluate your service.

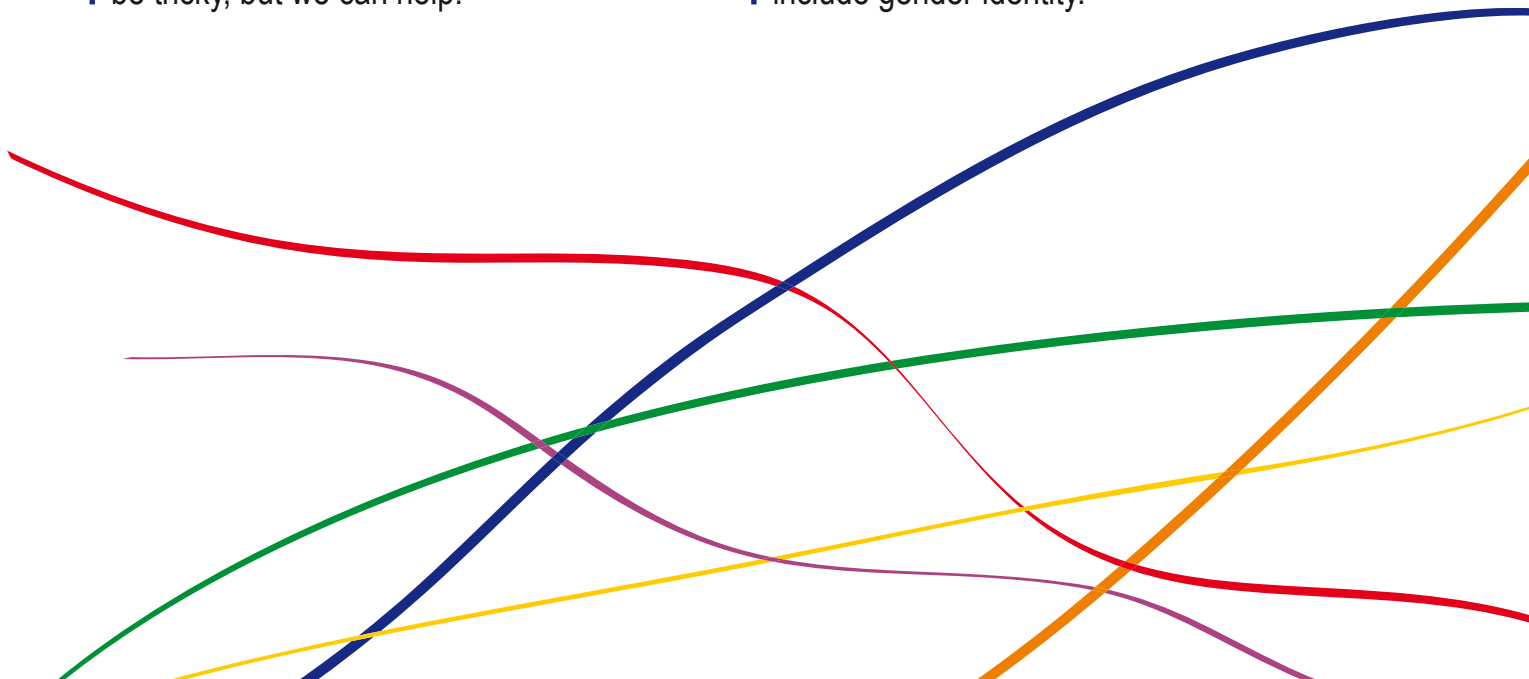
Evaluate the involvement of LGBT people in your sport, club or facility. Monitoring for sexual orientation and gender identity can be tricky, but we can help.

Support LGBT role models.

There are sportspeople at all levels of sport, as your LGBT inclusive policies and practices develop encourage more LGBT role models and non-LGBT allies to reinforce your inclusive messages.

Be visible as doing trans inclusion work.

Work to better include LGBT people should involve actions on gender identity equality as well as sexual orientation equality. Incorporating tackling both transphobia and homophobia from the beginning is easiest, we can support development of existing sexual orientation policies and practice to include gender identity.





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