

Trans & Non-Binary Participation Policy (Version 1.1)

Policy Development and Alignment

Scottish Hockey recognises the importance of ensuring clarity, fairness, and inclusivity in relation to transgender and non-binary participation. In developing this policy, Scottish Hockey extends its thanks to England Hockey for their support and willingness to share their learning. We have drawn on their approach, which was developed through significant consultation, engagement, and evidence review, while tailoring this policy to reflect Scottish Hockey's own context and circumstances.

By aligning with England Hockey's framework, Scottish Hockey ensures consistency across the wider hockey landscape, particularly where players may move between Scottish, English, and Great Britain competition structures. At the same time, we have adapted the policy to reflect the Scottish Hockey competition framework and our context where appropriate.

Scottish Hockey wish to acknowledge that this is an evolving environment and are keen to engage with stakeholders, monitor emerging research, and review this policy regularly to ensure it remains relevant, evidence-based, and inclusive moving forward.

INTRODUCTION

Scottish Hockey (SH) is responsible for the management and development of the sport of hockey, from grassroots to elite activities.

We are committed to ensuring that the sport is visible, relevant and accessible. This includes making sure there are opportunities for everyone to be able to participate and that every individual in the game is welcomed, valued and treated with respect. We pride ourselves on the open and welcoming community for people from different backgrounds in our sport, ensuring anyone wanting to experience hockey has the opportunity to do so. We will work to make sure everyone, no matter what their identity or background, feels supported and involved in hockey.

This policy has been created to clarify the position regarding participation within hockey for male, female, **transgender** and **non-binary** players.

We have had in place a policy for Trans or Transgender Hockey Players approved in September 2017. This document was under review in light of proposed government and FIH guidance since March 2023 and in May 2025 Scottish hockey advised members that transgender guidance would be reviewed following legislative clarifications before the start of season 2025/26.

We recognise that this is an evolving landscape of both policy and research, and that societal attitudes are ever-changing. As a result of this, it is important to note that there has been a policy shift and it is imperative that all those involved in hockey recognise and understand these changes.

LEGAL FRAMEWORK / GENDER-AFFECTED

We recognise the following legislative acts and our obligations under these acts:

Gender Recognition Act	2004
Equality Act	2010

Taking into account the publication of the Sports Councils' Equality Group (SCEG) Guidance in 2021 that provided practical advice and support for sports when dealing with transgender and non-binary participation in domestic sport.

Section 195 of the Equality Act 2010 allows separate sporting competitions to continue to be organised for men and women where the sporting activity is gender-affected. The Act also makes it lawful to restrict participation of trans people in certain competitions if it is necessary to uphold fair or safe competition, but not otherwise.

Current available evidence shows that hockey is considered a gender-affected sport, in that the physical strength, stamina or physique of average persons of one sex would put them at a disadvantage compared to the average persons of the other sex.

Competitive hockey requires the physical capabilities of strength, endurance, speed and acceleration as key factors for success. It must be noted that at the time of this review, the general evidence, and more specifically the hockey-based evidence, is still somewhat limited. As the evidence / research continues to develop we will seek to review our policy should new medical evidence require consideration. In addition, we also reserve the right to review should there be changes to government policy, guidance, research, legislation or changes to hockey via the international federation.

In reviewing our policy, we are also committed to providing advice, guidance and support to our staff, participants and the hockey community so that everyone is aware of their rights and responsibilities under this policy. This guidance will be developed and shared as and when it becomes available.

ELIGIBILITY CRITERIA

Hockey affected by this policy

All hockey competitions that are listed in Appendix A, will now fall into two categories, a Female category and an Open/ Mens category.

Women's category:

- Participants recorded female at birth which includes trans men who have not undergone or are not undergoing gender-affirming hormone therapy.

- Once a trans man or non-binary participant (whose **birth sex** is recorded as female) has either commenced or completed gender-affirming hormone therapy (GAHT) then they will no longer be eligible to participate in the Female category in any of the competitions/formats listed in Appendix A.

Open/ Men category:

- This category is open to all including those participants recorded male at birth, recorded female at birth (irrespective of whether they have ever commenced or completed gender-affirming hormone therapy), and those who identify as trans or non-binary.

Note: it is not the intention of this policy that complete teams of players recorded female at birth enter the Open category.

Participants will be unable to play across Women's and Open/Men categories in a single season, unless they become ineligible to participate in the Female category during a season in which case they can move from the Female to the Open category.

One exception to this would be where a participant may play in one category (i.e. female or Open) for their school (including in SH competitions affected by the policy) and the opposite category for all other hockey competitions affected by the policy. They must however play all school hockey competitions affected by this policy in the same category in any one season.

Under 12s:

- Trans participants aged 11 or under may compete in the gender they identify as. Once a trans girl becomes 12, they will be unable to compete in the Female category. To be eligible to compete in the Female category in Under-12 competitions (or older) listed in Appendix A, a trans girl must be 10 or under on 31 August for the season preceding the season of participation.

Mixed Hockey

- Should a Scottish Hockey Mixed Championship be arranged and developed where it consists of a team of 11 players from a squad of 16. At any time during a match a team shall consist of a minimum of 5 outfield players who were recorded female at birth and are eligible for the Female category.

International:

- To be selected for a Scotland or Great Britain women's international team or programme, only participants recorded female at birth and eligible for the Female category will be considered. Great Britain selection eligibility criteria will take precedence for Great Britain team selection.

Hockey outside of this policy (See Appendix B)

We encourage all trans and non-binary participants to play in the competitions / formats referred to in Appendix B in the gender they identify as.

The exception to this will be where an organiser, whose event sits outside those listed in Appendix A, adopts the Female and Open participation categories for competition. In such cases, the eligibility criteria must be expressly stated in the event regulations.

For all events that are not within or aligned to Appendix A and therefore under the jurisdiction of competitive hockey governed by the rules of Scottish Hockey then no formal identity verification is required by Scottish Hockey.

Under no circumstances, regardless of whether the event is within Appendix A or Appendix B, should participants be challenged on their eligibility *during* an event. Any such behavior or concerns should be reported to us in accordance with the process below.

DATA / PRIVACY / CONFIDENTIALITY

All information and documentation about a person's past or present gender status will be managed in accordance with our Data Protection policies, the data protection legislation in force at the time (e.g. General Data Protection Regulation / Data Protection Act 2018) and, where relevant, the Gender Recognition Act 2004.

We recognise that this is sensitive information and as such will treat it with the strictest confidence and only share on a need-to-know basis, respecting at all times the participants right to privacy.

ANTI-DOPING

All participants, regardless of sex or gender, should be aware that they may be subject to doping control testing under the UK Anti-Doping Rules. The use of hormones may contravene the World Anti-Doping Agency Code. Trans or non-binary participants using hormones for the purpose of gender reassignment, are encouraged to contact UK AntiDoping to determine whether a Therapeutic Use Exemption (TUE) is required.

COMPLAINTS / DISCIPLINARY / APPEALS

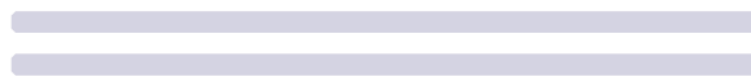
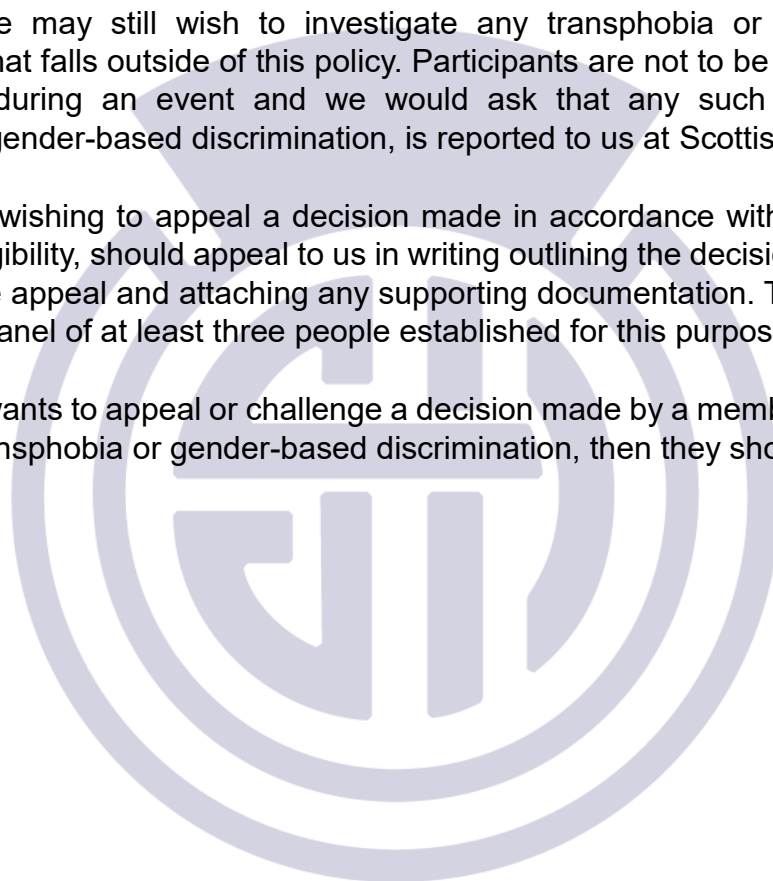
We are committed to ensuring that any trans or non-binary participant should be able to access and enjoy the sport without fear of discrimination, prejudice or harassment.

Such behaviours are wholly unacceptable and may be subject to disciplinary action under the SH Disciplinary Code Regulations and we would ask that such incidents are reported in accordance with that process or via the report a concern platform in our website.

Alternatively, we may still wish to investigate any transphobia or gender-based discrimination that falls outside of this policy. Participants are not to be challenged on their eligibility during an event and we would ask that any such challenge, or transphobic or gender-based discrimination, is reported to us at Scottish Hockey.

Any participant wishing to appeal a decision made in accordance with this policy or participation eligibility, should appeal to us in writing outlining the decision in question, the basis for the appeal and attaching any supporting documentation. The appeal will be heard by a panel of at least three people established for this purpose.

If a participant wants to appeal or challenge a decision made by a member body of SH in relation to transphobia or gender-based discrimination, then they should contact us in writing.



Scottish Hockey

DEFINITIONS

Gender-Affected Sport	A sport 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 the activity.*
GAHT	Gender-affirming hormone therapy (GAHT) is a treatment whereby individuals take hormones such as estrogen or testosterone, or hormone blockers, to align their physical traits with their gender identity.
Gender Identity	A person's sense of self as a man, woman, non-binary person or other sense of gender (including no gender). A person's gender may match their sex recorded at birth, or it may be different.
Gender Reassignment	A protected characteristic under the Equality Act 2010. A person proposing to undergo, undergoing or having undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.*
Non-Binary	A person whose gender identity does not exclusively align with the categories of male or female.
Season	Means a standard SH hockey season, commencing in the 1 September of one calendar year and concluding on the 31 August of the following calendar year.
Sex	A legal and biological classification where people are recorded male or female, typically based on biological or physiological characteristics at birth.
Transgender or Trans Person	A person whose gender identity is not the same as their sex recorded at birth.
Trans Boy / Man	A person who is recorded female at birth but identifies as male.
Trans Girl / Woman	A person who is recorded male at birth but identifies as female.
Transphobia	Behaviour or language that is disrespectful toward a transgender person's identity, or which reflects irrational fear, hostility, or discrimination toward transgender people.

*(Definitions taken from * Equality Act 2010)*

REFERENCES

This policy follows a review that has explored and considered the most up-to-date peer-reviewed and published studies; the specific studies used are listed below.

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19. **Guidance for Transgender Inclusion in Domestic Sport; and accompanying documents.** *Sports Councils (UK) Equality Group*; 2021
20. **Strength, power and aerobic capacity of transgender athletes: a cross-sectional study.** Hamilton, B et al. *Br J Sports Med* 2024;0:1–12

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Document Name	Trans and Non-Binary Participation Policy
Version	1.1
Date Approved / Reviewed	August 2025
Owner	Governance
Approved By	Scottish Hockey
Next review	August 2028



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APPENDIX A

- Scottish & GB International Teams or Programmes
- Scottish Hockey Premiership, National, Regional and Championship Leagues
- Indoor Competitions (including National Indoor Leagues & Cups)
- All Talent System Competitions (Talent Academies, National Age Group Squads, and District representative competitions)
- Scottish Hockey Youth Club Competitions (12+)
- Schools Championships (Tiered national competitions that exist above the minimum age)

District Level

- District Leagues & Competitions (Junior & Adult)
- District Indoor Competitions
- District Schools Championships (U12 and above)
- District Competitions

Appendix B – Hockey outside of this Policy (Scottish Hockey)

This includes all hockey not listed in Appendix A.

Note:

There are competitions not directly governed by Scottish Hockey (e.g., British Universities and Colleges Sport (BUCS) or Independent School competitions). These bodies would need to make their own decision on whether to align with this policy.

Scottish Hockey