



PRESENTING ACCESSIBILITY OPTIONS FOR TRANSGENDER PEOPLE

*A guide for sports
centres and gym
facilities*

A guide to support
you in increasing
the accessibility of
your facilities in a
meaningful way

LEAP
sports

WHY MAKE SPACES MORE INCLUSIVE?

The majority of transgender people will have a negative experience when engaging in competitive sports and sport-related physical activity (Jones, 2017).

Simple things like changing or choosing which team to join can become complex barriers to taking part, causing trans people to stop participating in sport.

Gyms and sports centres taking steps to promote inclusion and equality can help tackle trans exclusion from sport

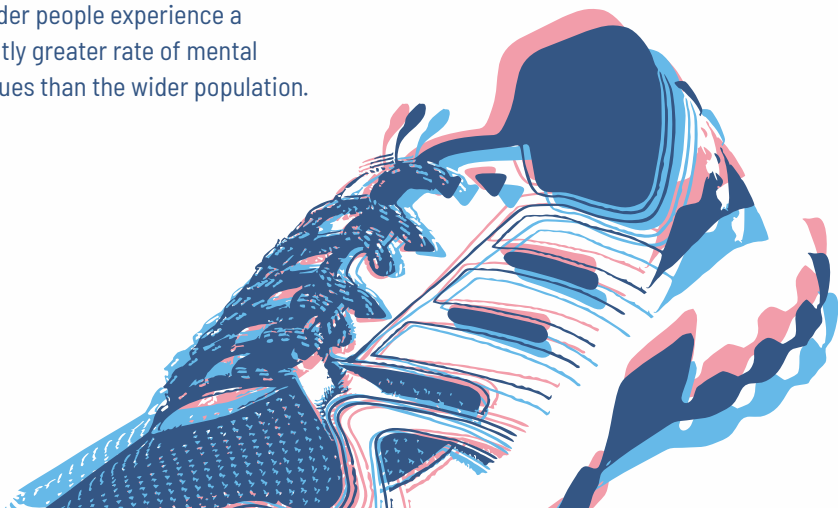
Promoting the benefits of physical activity to the LGBTIQ+ community, and increasing inclusivity of sport for transgender people who can face more barriers than most when looking to participate in sport, is one way to do so. (Equality Network, 2015).

Transgender people experience a significantly greater rate of mental health issues than the wider population.

Proven links between regular physical activity and improved mental health for all indicate the vital need for barriers to sport for this community to be broken down.

By providing some information on your facilities, training options and organisational values, transgender people can ensure they make the best use of the space and that their gym experience is enjoyable.

It is sometimes hard to know what information to provide to someone asking about transgender inclusion. This guide presents a number of simple solutions and has been created by members of the transgender community with assistance from LEAP Sports Scotland, a national LGBTIQ+ focused sports charity.



WHAT INFORMATION SHOULD WE PROVIDE?

You should provide enough information to give a clear picture for transgender people. Things to think about are:

- Whether there are gender-neutral options for gender and title on sign up.
- If the client has to use their legal name on documentation [excluding financial documentation].
- What your changing facilities are, e.g male, female, communal, family, accessible/disabled.
- Whether there are all-gender classes and teams, and whether trans people will be supported to be in gendered classes and teams of their gender.
- Whether staff have had any equality and diversity training which mentioned transgender people.
- Whether there is a transgender inclusion policy protecting trans people from discrimination in gendered spaces.
- Contact details of the best people to discuss concerns with.
- Your clothing requirements for the exercise space.
- Peak times/quiet times.

Even where there may be some restrictions, letting transgender people know that they are welcome and that their inclusion and participation is important to you goes a long way.

HOW TO PRESENT INFORMATION

You most likely already have access to all the necessary information. However, it is not always easily available to the general public. Producing a concise accessibility guide for transgender people is the most straightforward way of presenting the necessary information. This guide can be very basic, and should include the information outlined in this booklet.

The information or guide should be easily available on your website and hard copies should be available in the facility reception. Staff should be aware of where to find the information if asked.





EXAMPLE ACCESSIBILITY GUIDE

Here are some example points that you could include in an accessibility guide.

Facility name: _____

Location: _____

Welcome

It's good to start by letting trans people know that they are welcome in your facility and that you value their custom:

E.g. This facility believes in access for all and we encourage and welcome transgender people's use of our facilities, and we are committed to supporting this.

Sign up

Include where legal names are required, whether you can change names and gender on your database easily, and whether titles are required:

E.g. The gender options for sign up are male and female. A person can have a title or choose not to. A person can use their preferred name on all documentation except financial documentation.

Changing facilities and toilets

Include a description of all the changing rooms you have, whether they have private stalls and showering within them:

E.g. There are male, female and family changing rooms, with private stalls in the male and female changing rooms.

We operate a no-bullying policy and anyone feeling intimidated in changing rooms can report their experience directly to H.R. Management on [telephone number/email address].



EXAMPLE ACCESSIBILITY GUIDE

Here are some example points that you could include in an accessibility guide.

Classes

Be clear which classes are gendered and which aren't. Mention whether there is explicit inclusion of transgender people in gendered classes, and any related policy:

E.g. All classes are for people of all genders/transgender people are welcome in our gendered classes.

Policy

Reference any relevant equality and diversity policy or staff training:

E.g. We have a standard anti-discrimination policy. We do not allow our members to be harassed for any reason. Please contact H.R. Management on [telephone/email] or fill in the contact form on our website if you experience any issues.

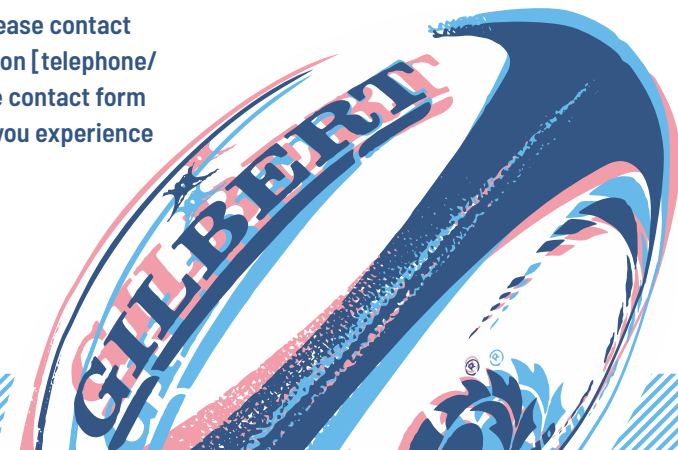
Anything else

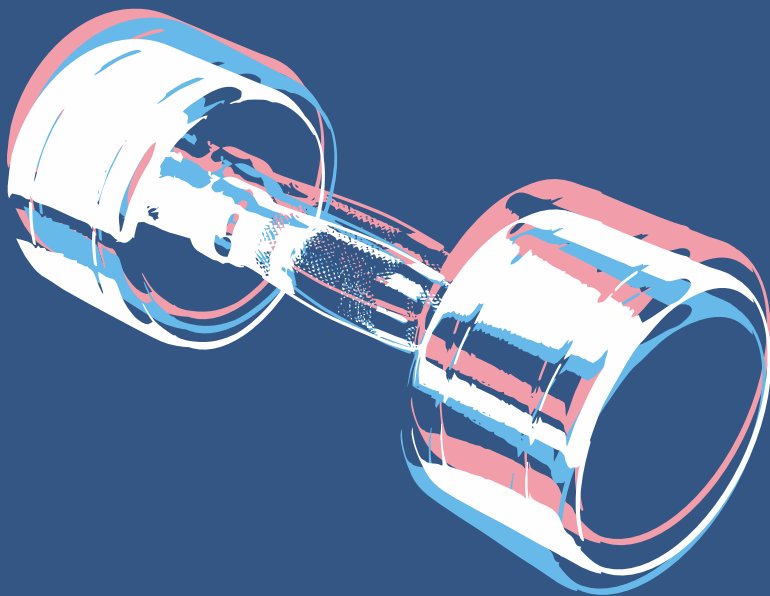
Include other relevant information about your specific facility. Can be used as an advertising space for inclusion work:

E.g. The times when our facilities are least busy are weekday mornings and weekend evenings. We want all members to feel welcomed. Please speak to us if you have any questions.

Contact

Include contact details such as email or telephone number for people to get in touch.





Please direct any further inquiries to:
LEAP Sports Scotland
Email: info@leapsports.org

A Youth Activist Academy community
project by Mat Wilkie and Eli Graham
with assistance from LEAP Sports
Scotland.

www.leapsports.org

LEAP sports

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