



SUPPORTING LGBTQ+ INCLUSION

A GUIDE FOR SPORTS CLUBS

This resource has been designed to help clubs support LGBTQ+ members, from coming out to creating a more inclusive environment.





LISTEN WITHOUT JUDGEMENT OR PRECONCEPTIONS

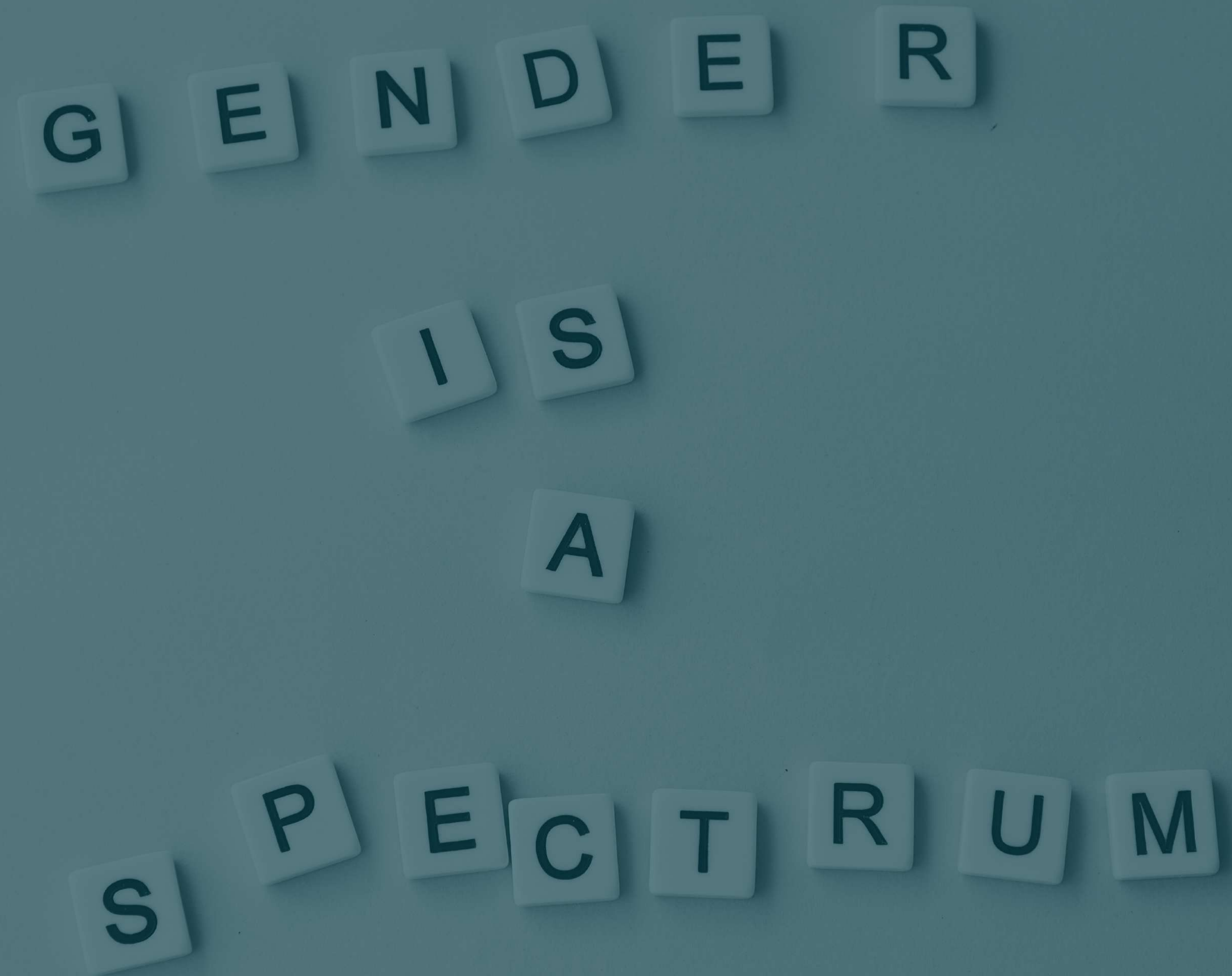
When coming out, let them know you hear them and that they have your support. Always remember: it can be a big moment when someone chooses to disclose their sexual orientation or gender identity. They trust that you will not react judgmentally or with disbelief, so make sure not to misplace their trust.

IDENTIFY HOW YOU CAN HELP

Ask them what support they need and if they have faced any discrimination or issues at the club. Be open to hearing about any negative experiences and work to address these.



If the person is sharing their **gender identity** with you, ask which **name and pronouns** they would prefer to go by.



Make sure the person **knows how to report any incidents** they witness or experience, and who the club's **player care officer** or **safeguarding/welfare officer** is.



LOOK OUT FOR ANY BEHAVIOURAL CHANGES

Regularly check in with LGBTQ+ members of your club, as it can sometimes feel isolating.





REASSURE THE INDIVIDUAL

When coming out, reassure the individual that there is no rush. They should only come out when they feel comfortable and able to, avoid influencing their decision and let them know that they have your support either way. Inform the individual that the club can support with any media or statements relating to coming out.

BE MINDFUL WHEN ASKING QUESTIONS

It's okay to ask the person questions, this can show that you are interested in them, however be sensitive to whether it is an appropriate time or question to ask. Avoid asking personal questions that you would not ask anyone else.





EDUCATE YOURSELF ON LGBTQ+ ISSUES

Take time to educate yourself on LGBTQ+ issues and how to be a good ally. Useful organisations and documents can be found at the end of this document.

DO NOT DISCLOSE A PERSON'S SEXUAL ORIENTATION OR GENDER IDENTITY

Unless the individual has given you permission, you should not disclose a person's sexual orientation or gender identity. You should be guided by the individual – Do they want other people at the organisation to know? Do they need support in coming out to people at the club?





BE PROACTIVE IN SUPPORTING INCLUSION AND VISIBILITY

Further consider what your club does to support the inclusion and visibility of the LGBTQ+ community. Highlight your support on social media, get involved with awareness days and campaigns, review and update policies, and ensure a robust discrimination reporting system is in place.



ENSURE THE INDIVIDUAL IS GETTING THE RIGHT SUPPORT

Identify what support the individual needs, both within the club, and outside of it. Useful organisations and resources can be found at the end of this document.



If you are concerned that the individual is at **risk of harm by another individual or to themselves**, regardless of age, you must follow your club's **safeguarding policy and procedures**.



OTHER ORGANISATIONS

Children 1st

Football v Homophobia

LGBT Health and Wellbeing

LGBT Youth

Pride Sports

Stonewall