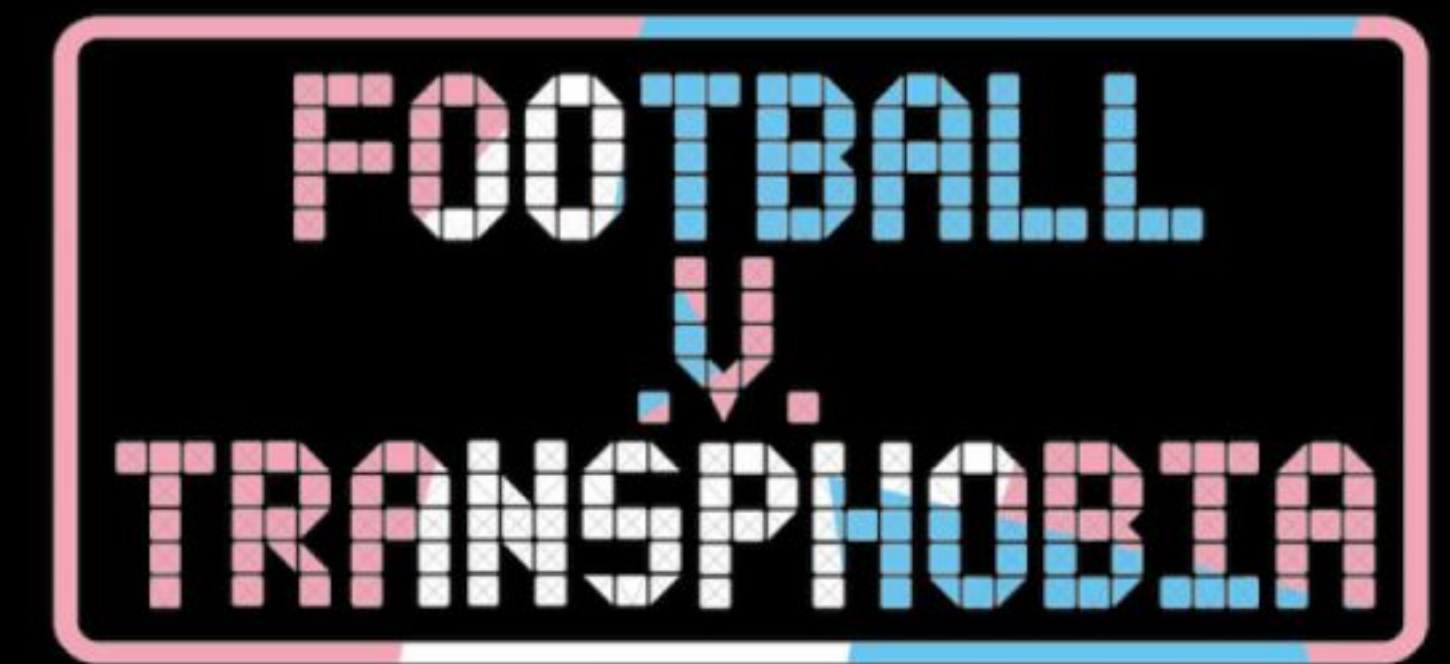


WELCOMING TRANS PEOPLE IN FOOTBALL

A GUIDE FOR FANS



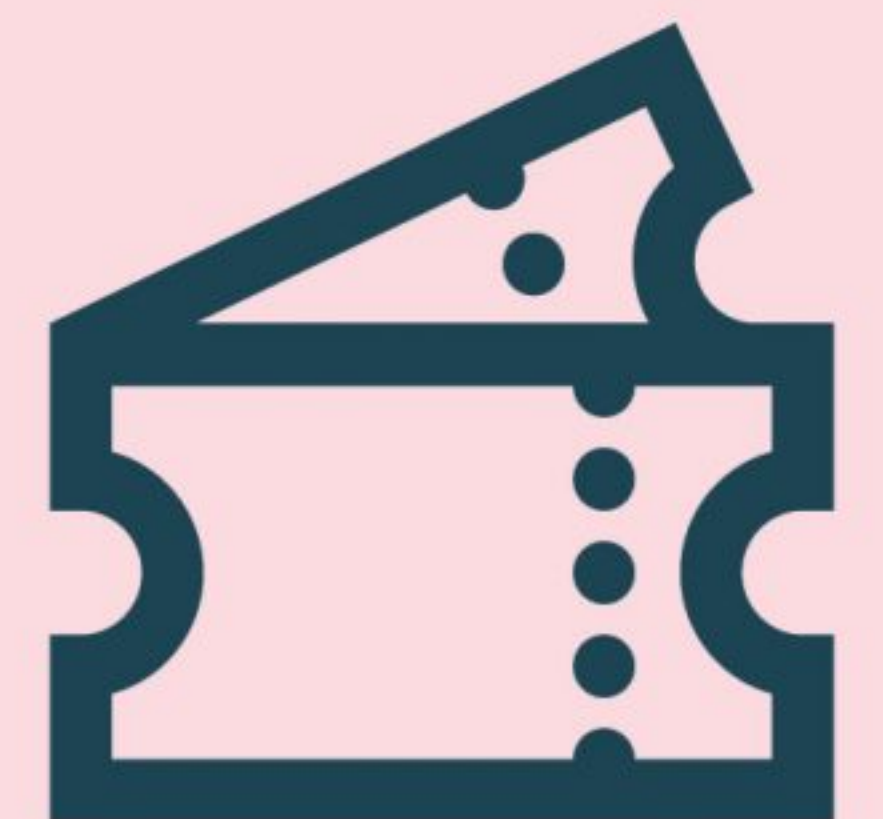
FOOTBALL FOR EVERYONE

1 If you hear transphobia at a game, **challenge it or report it!**



2 Find out from your club **what they are doing to support trans people** so you are aware of the club's position and actions.

If you are part of a supporters' group you could approach your club for free or subsidised tickets to help bring trans people along to their first game or back to the game



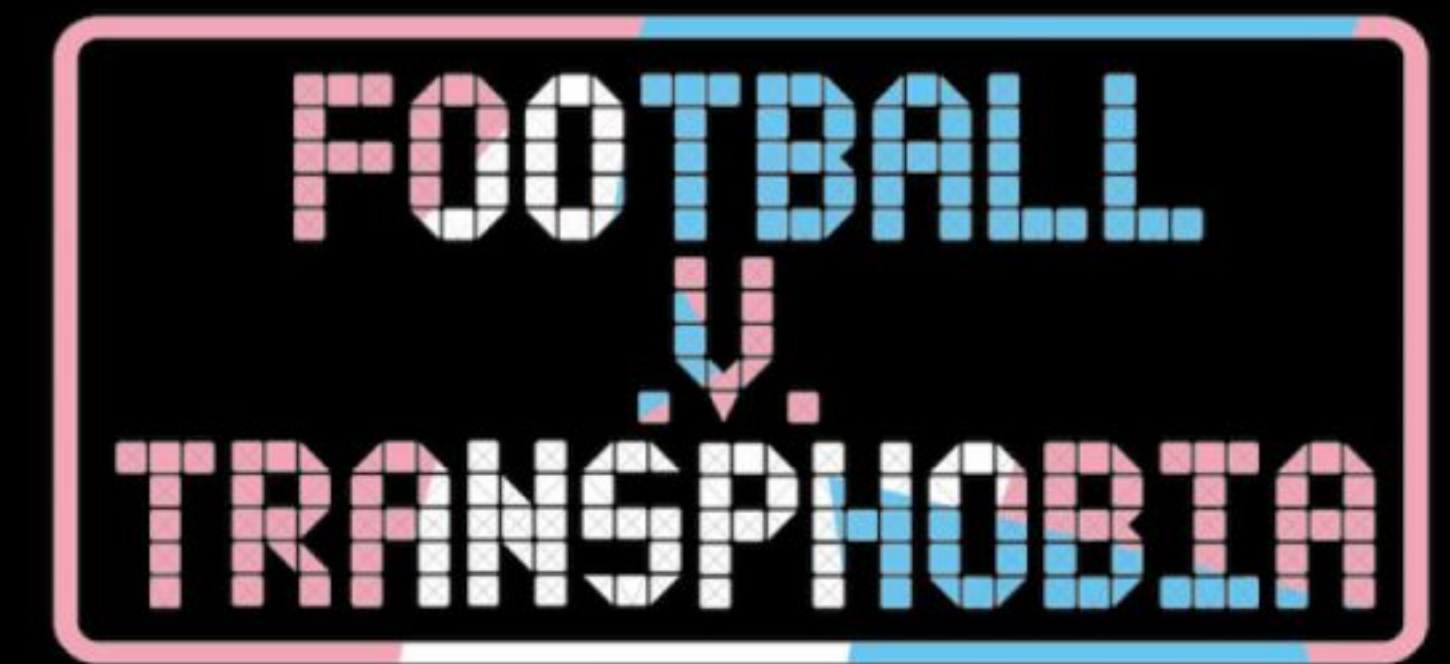
3 If you know a trans fan who is nervous about attending a game you could **offer to go with them to support them**



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WELCOMING TRANS PEOPLE IN FOOTBALL

A GUIDE FOR CLUBS



FOOTBALL FOR EVERYONE

1

If your club has stewards, **hold a briefing** about how to recognise and take action against transphobia



2

Clearly **signpost and promote your club's reporting system**, if anyone witnesses any transphobic language or actions

3

Put posters up in the ground stating your support for individuals of all gender identities and expressions.

Resources can be downloaded here:

www.footballvhomophobia.com/resources



4

Where possible, change some bathroom facilities into **gender neutral spaces**.

You can do this by putting up signs on the doors to show which toilet facilities exist

<http://genderedintelligence.co.uk/professionals/resources/toilets>



5

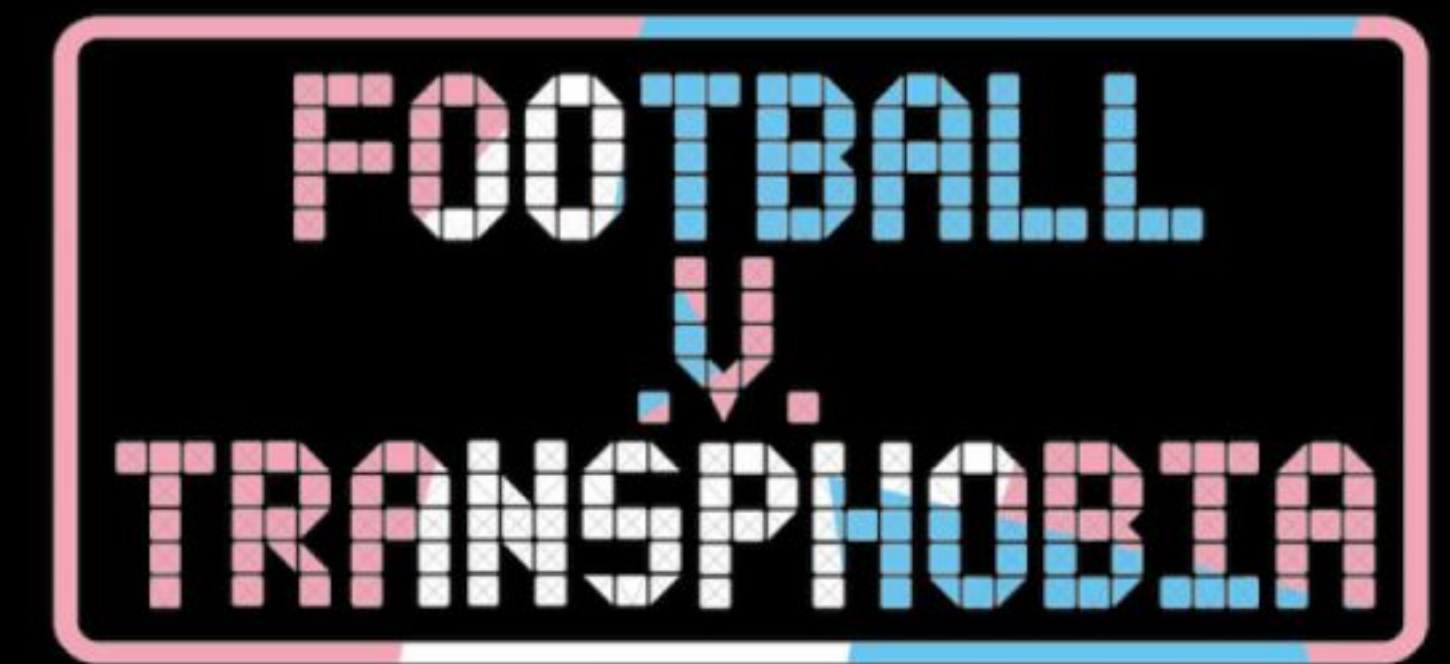
Educate your fans - bring them on the journey with you so they are fully engaged in supporting trans people. Print articles in your club programmes, put a story on your website, have regular tannoy announcements and hold events on match days or non-match days so show your support for trans people at your club



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WELCOMING TRANS PEOPLE IN FOOTBALL

A GUIDE FOR COACHES



FOOTBALL FOR EVERYONE

1

Use **gender neutral words** until you are sure of someone's pronouns (She/her, He/Him, They/Them)

Just ask!

2

Rather than say "Well played girls" or "Come on lads", **consider saying "team" "everyone" or "folks"**

Go team!

3

Provide the option of **alternatives to gendered changing facilities/ toilets** for transgender players



4

Know your FA policy on trans inclusion. When to apply it & when it isn't necessary



5

Watch the **Gendered Intelligence video** to to get more information about trans players:
<https://bit.ly/givid>



6

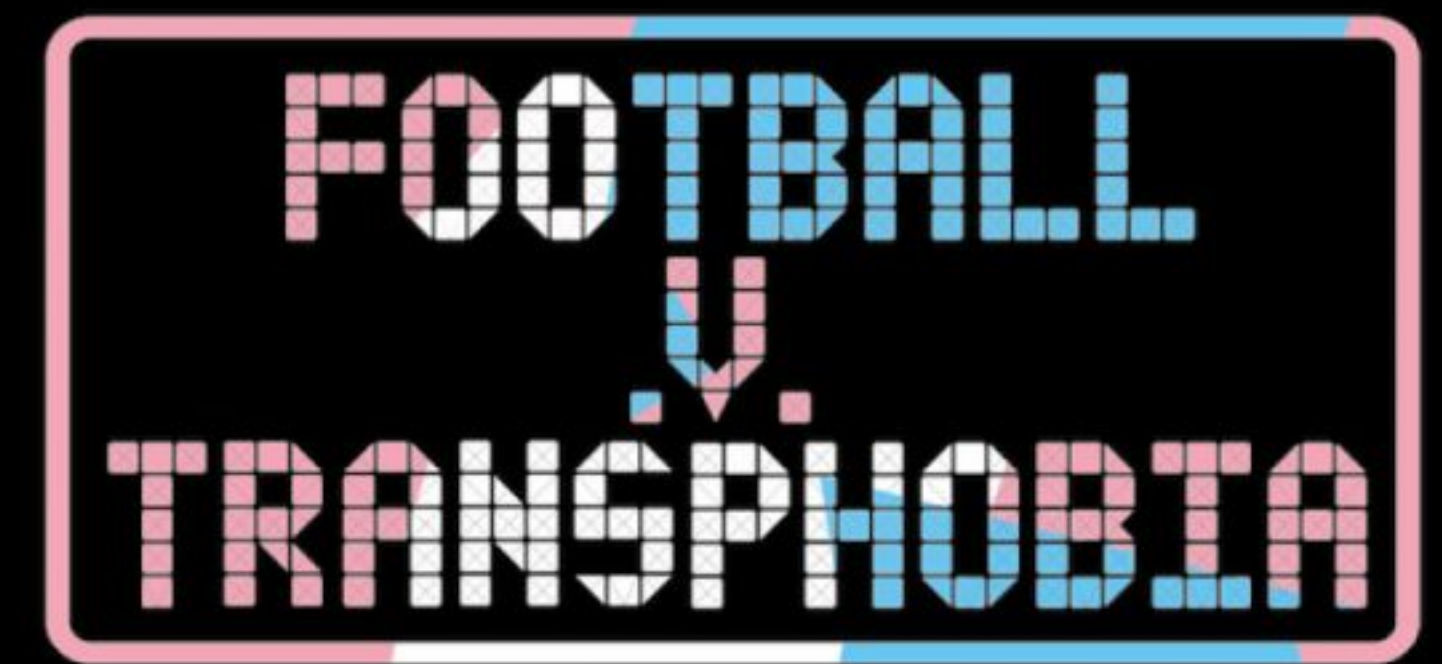
Everyone makes mistakes. If you get something wrong, don't stress, **just say sorry and correct yourself!**

Sorry I made a mistake

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WELCOMING TRANS PEOPLE IN FOOTBALL

A GUIDE FOR PLAYERS



FOOTBALL FOR EVERYONE

1

Check your teammates' pronouns. Use gender neutral language or just someone's name until you are sure of their **gender identity**

Just ask!

2

Challenge transphobia on or off pitch if you can. If you don't feel safe/confident at the time, always make sure you make a report to your club/league/County or Regional FA. Transphobia is against the laws of The Game.



3

Treat all your team mates the same regardless of their gender identity



4

Do not ask intrusive questions about a teammate's gender identity or sex assigned at birth



5

Make sure trans players feel included in all activities. A trans person might avoid gendered activities because they are not sure how people will see them.



6

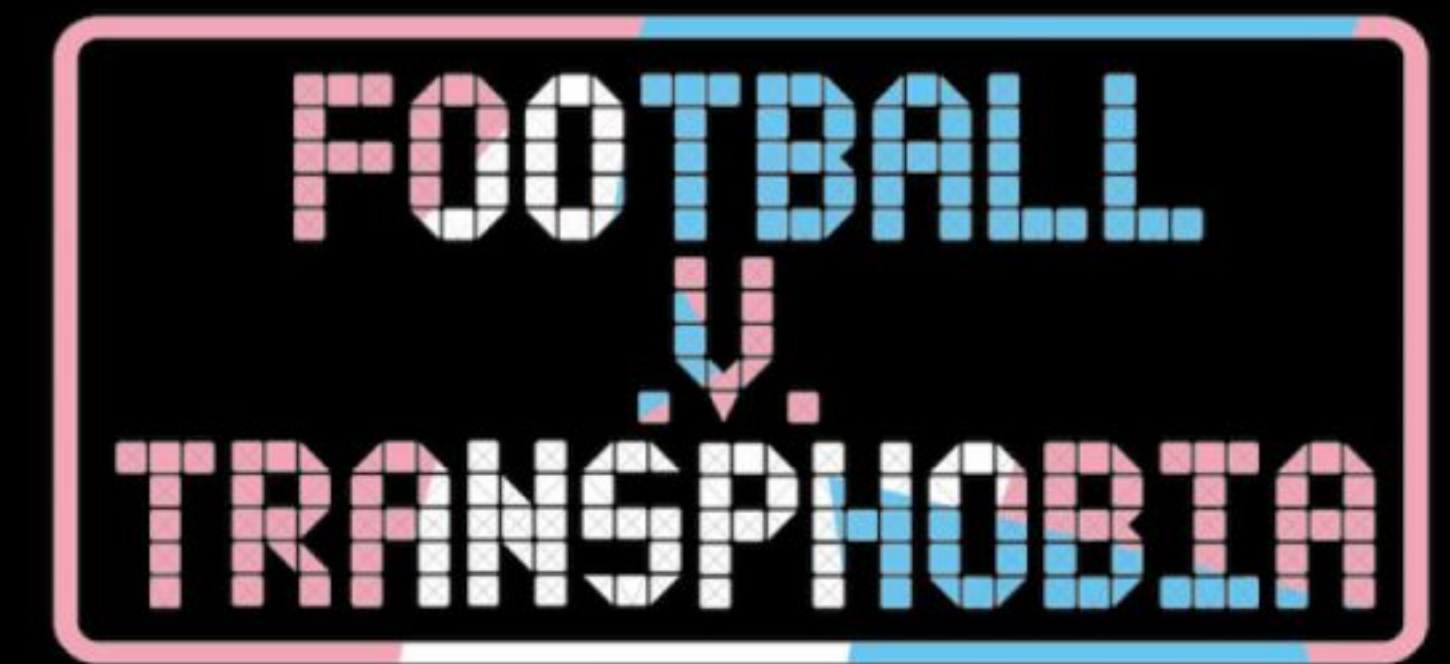


Make changing rooms and toilets a safe environment by treating trans players the same way you would anyone else, and make sure that you respect their privacy

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WELCOMING TRANS PEOPLE IN FOOTBALL

A GUIDE FOR REFEREES



FOOTBALL FOR EVERYONE

1

If someone is name-calling or using offensive language in regards to someone's gender identity then this **should be a red card**



2

How to identify transphobic language:

- If someone is questioning the gender of another player
- if someone is using words like 'tranny', 'shemale', 'he-she' or 'it'
- If someone is intentionally misgendering another player
- Jokes or banter that perpetuate stereotypes about trans people
- Inappropriate questions or comments about transgender peoples identity or sex assigned at birth e.g. 'aren't you actually a woman/man'

But it's just banter?

3

Support transgender people on and off the pitch by challenging or reporting any transphobia you have witnessed. Always make sure that transphobic incidents are reported to your Local FA/ League/ National FA to ensure an investigation can take place. These incidents should be taken as seriously as any other discrimination



4

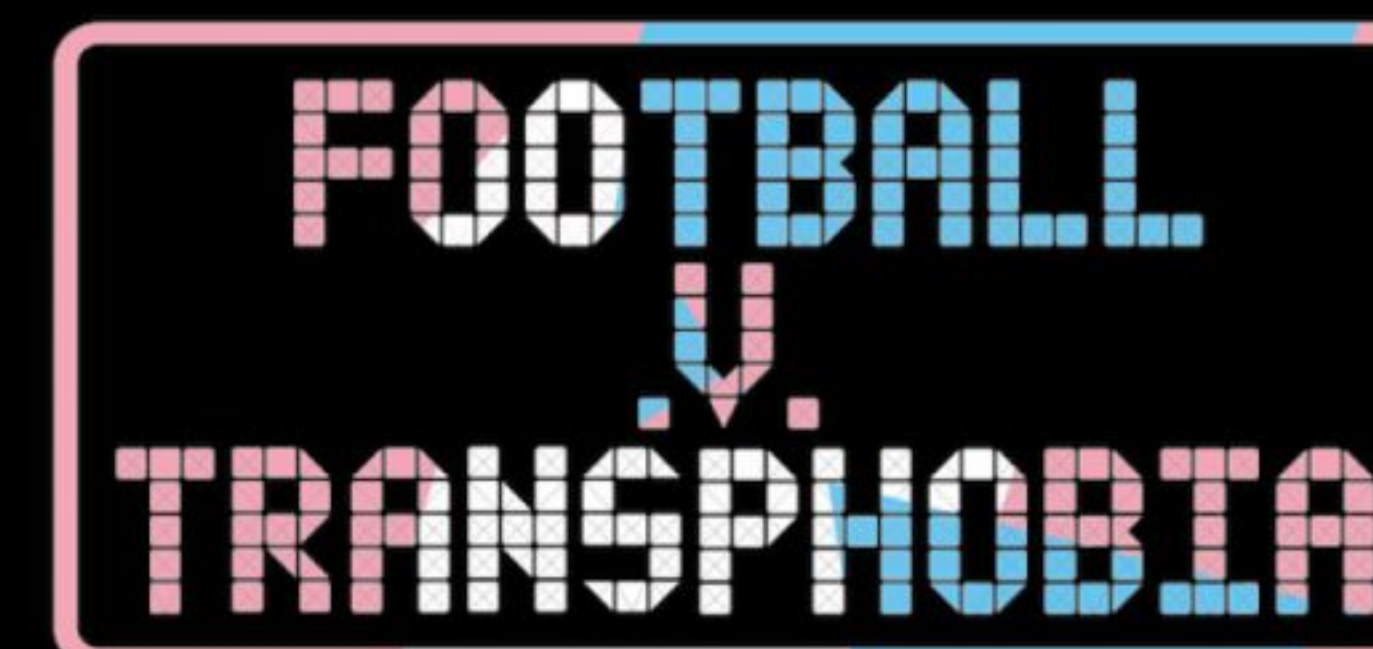
It is not your job to determine a player's gender. **The FA have a Trans Inclusion Policy, which should be referred to** and they will support applications confidentially. Once a player has been given dispensation, they are permitted to play and should not be barred from doing so.



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WELCOMING TRANS PEOPLE IN FOOTBALL

A GUIDE FOR CLUB SECRETARIES



FOOTBALL FOR EVERYONE

1

Work with your Welfare Officer at the club to provide support for transgender individuals



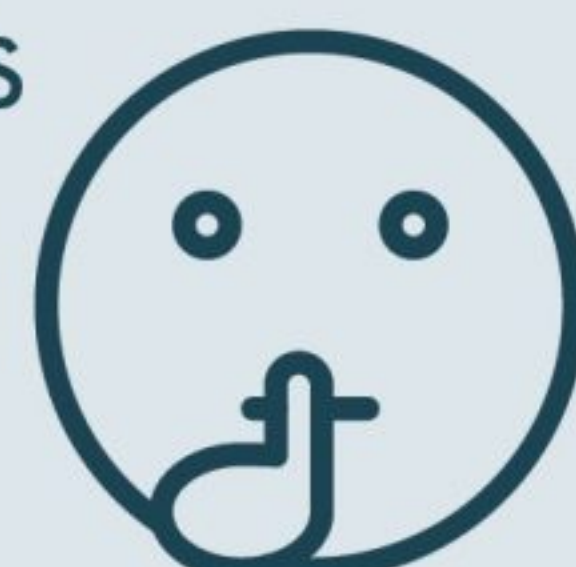
2

Ensure Safeguarding Policies are up to date, Complaints Procedure is in place and you've clearly signposted how to report incidents of bullying or discrimination. Ensure these are known by the transgender individual



3

Always maintain anonymity about an individual's gender history



4



Publish the Trans Policy on your website and highlight your inclusivity as a club for people of all genders. This gives people confidence to approach and get involved with your club

5

Use your social media account to recognise trans awareness dates, including Trans Day of Visibility, Trans Day of Remembrance, IDOHOBIT. You can also amplify the voices of any trans or non binary people at your club if they are comfortable sharing their story



6

Host training at your club for coaches, players, parents, fans, volunteers and the committee about trans inclusion in football



7

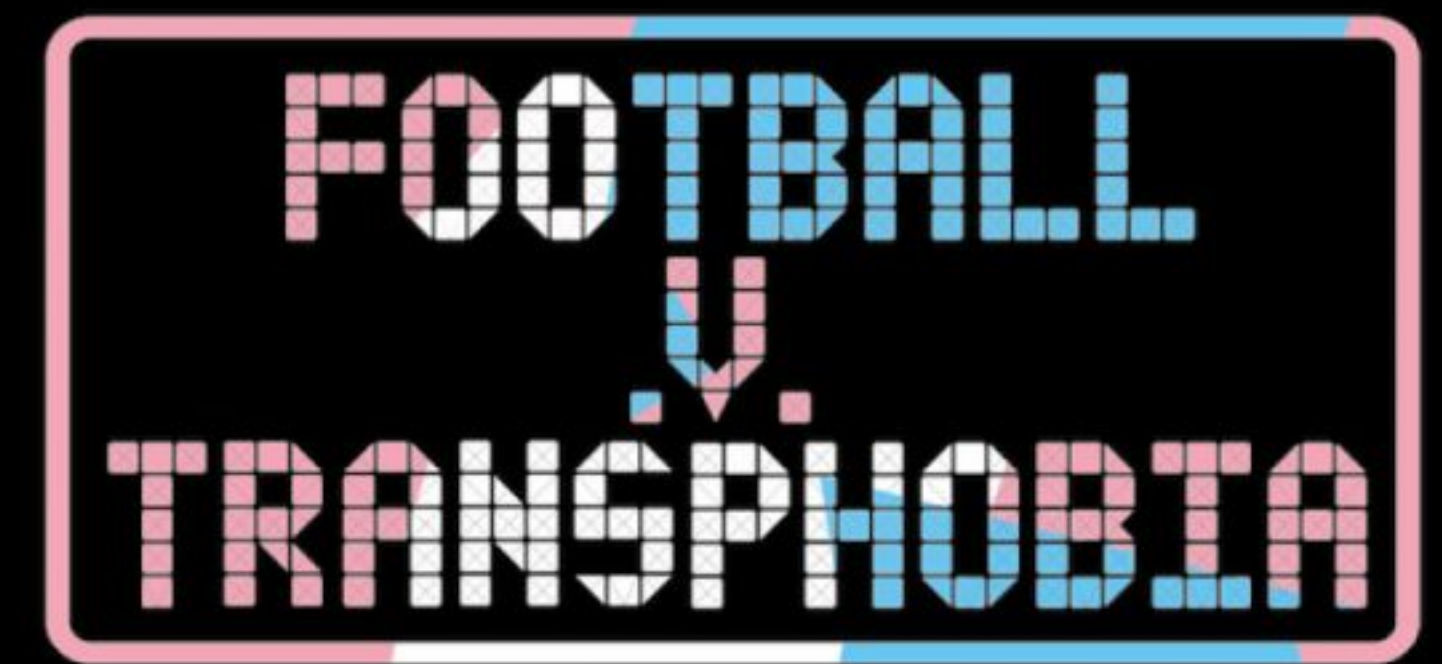
Get involved with the Football v Transphobia Week of Action and show your active support!



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WELCOMING TRANS PEOPLE IN FOOTBALL

A GUIDE FOR COUNTY FAs



FOOTBALL FOR EVERYONE

These guidelines currently only apply to the English FA

1 **The Designated Safeguarding Officer or Inclusion Officer** should lead in supporting trans people. The FA can support the CFA, but there are also organisations such as Football v Homophobia who have the expertise to provide guidance

2 **Work with the Welfare Officer on Youth League Committees** to ensure trans players are included in league competitions, as mixed football is sanctioned up until the age of 18

3 **Work with the Welfare Officer at clubs** to increase their understanding of the barriers faced by trans individuals



4 **Educate the CFA staff, Board, Council and volunteers** about gender identities and expression, the FA's Policy, the barriers trans people face to participation, the importance of trans inclusion

6 Remember that under the FA's Trans Inclusion Policy, **gender identity should not be a barrier to participation**, therefore CFAs should be doing all work possible to ensure people can participate in a space that feels comfortable



5 **Work with adult clubs and leagues** to provide bespoke support for including players, remembering that each individual has different needs. Some trans people will need more support than others and some trans people will be more open about their identity than others



7 **Ensure confidentiality** when supporting trans individuals. A person's trans history should not be disclosed unless by the individual themselves



8 Remember that **there will already be trans/non-binary coaches, referees, volunteers, parents and fans** participating, but they have not made themselves visible



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WELCOMING TRANS PEOPLE IN FOOTBALL

A GUIDE FOR MEDIA



FOOTBALL FOR EVERYONE

1

Listen to and include trans voices. Lived experience counts - it's even better if someone who's trans is involved in creating the content



2

Don't enquire about or refer to someone's deadname (names a trans person may have been known by in the past which they no longer use)



3

Don't ask inappropriate or intrusive questions. If private information is in any way pertinent, the interviewee(s) will offer it - speculation is also harmful



4

Study football-specific policies to guide reporting. Questions of eligibility will be answered in these documents; policies evolve so be sure you have the latest versions



5

Fact check thoroughly. Misinformation and misconceptions are rife. Watch out for 'sweeping statements', views presented as 'common sense', and research that does not stand up to scrutiny



6

Be responsible. Your reporting will make trans people in football more visible - consider likely reactions. Image selection, headlines, and social media posts can all have lasting consequences

