

Waterski & Wakeboard Scotland

LGBTQI+ Statement & Transsexual Athletes Policy

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LGBTQI+ Inclusion in Sport

Introduction Statement

Waterski & Wakeboard Scotland welcomes and encourages **everyone** from all identities to participate and integrate within our sporting community on and off the water. Our WWS staff have undergone new and developing training sessions provided by **sportscotland** as well as equality & inclusion awareness events to ensure that we are equipped with the resources and knowledge to provide the most appropriate support systems for all of our water ski and wakeboard community for which we are so passionate.

We are aware that across sports today, there are often considerable barriers to entry for those who identify as LGBTQI+ and therefore we wish to break these down as effectively as possible. This will then allow everyone to benefit from the fun, safe and effective learning that encapsulate the water skiing and wakeboarding experiences. We expect everyone across our WWS family and its counterparts to be aware of and abide by our [Equality Policy](#).

For more information on the facts surrounding equality in sport, see the link below:

<https://www.equality-network.org/our-work/policyandcampaign/out-for-sport/the-facts/>

Appropriate behaviour

Across WWS, we recognise the importance of clear definition of what is deemed as acceptable and unacceptable behaviour for our coaches, spectators, parents/ carers/ guardians, participants and young people. We are aware that homophobic, biphobic and transphobic bullying continues to be a major problem in sport today (Equality Network, 2019). Therefore, please see our codes of conduct (under 'Toolkits') with information regarding the behaviour expected from our sporting community in line with our equality, wellbeing and anti-bullying policies.

Anti-bullying & Whistleblowing

For more information on defining bullying, how to access help and how to report a problem or complaint, please see our below policies:

[Anti-Bullying Policy](#)

[Whistleblowing Policy](#)

[Complaints Policy and Procedure](#)

[Grievance Policy](#)

If you are unsure what to do, need help or want to talk in confidence about an issue, please contact our WWS director of Equalities & Wellbeing (contact details under 'Wellbeing & Support' on our website). We want to make sure that everyone feels comfortable and accepted in WWS, therefore we will do all that we can to help, no matter how small the concern.

Key Resources & Guidance

There is a plethora of resources out there with a vast range of information which may be of help to you. Please get in touch with any questions if you are unsure who to contact or where to find specific help or information you are searching for. We also have the following documents and links available on our website for your easy access:

For participants:

- Terminology & Definitions
- Campaigns & resources: LEAP Sports Scotland
- Stonewall: Help & Advice
- Stonewall: Hate crime
- Respectme Scotland: What is Bullying?

For accredited sites & affiliated clubs:

- Equality Network: The Facts
- LGBT Youth Charter: Inclusion
- Addressing Inclusion & Anti-bullying: Challenging homophobia, biphobia and transphobia
- Stonewall: Tackling Homophobic Language
- Stonewall: Rainbow Laces Sports Toolkit
- Stonewall: Top Tips LGBT Inclusion in sport



Transgender Policy

Introduction

Gender Reassignment is a protected characteristic in the Equality Act 2010. This guidance is supported by the Waterski & Wakeboard Scotland Equality Policy. Transgender is an inclusive term that covers a wide range of gender identities and we will use this term to refer to all people who are protected under the Equality Act 2010. For more information on terminology and definitions, please see our definitions document on our website. Every case will be addressed to meet the needs of each individual and what they are comfortable with as well as what is safe and effective for their participation and wellbeing. This policy has been produced with the guidance and resources provided by **sportscotland**, LEAP Sport Scotland, Stonewall Scotland, The Equality Network and LGBT Youth Scotland to support transgender people, as well as the Waterski & Wakeboard Scotland staff.

Participation

As a non-contact sport Scottish Waterski and Wakeboard sanctions men's, mixed and women's forms of competition. As such there are no safety concerns for any transsexual male or female wishing to take part in sanctioned water ski and wakeboard competitions. Verification of their identity should never be different than expected of any other participant/member who identifies as cis gender. There may be some concerns about fairness in women's competition, however this policy assumes that male to female transsexual women wish to compete in their affirmed gender in female competition with the best of intentions and with no intent to deceive about their status in order to gain a competitive advantage in women's competition.

British Waterski & Wakeboard (BWSW) considers that water skiing and wakeboarding is a gender affected sport under the Equality Act 2010. We recognise that social attitudes and lack of information have hampered policies to ensure an inclusive approach to LGBT (lesbian, gay, bisexual and transgender) adults in sport. We aim to provide practical guidance and advice for clubs and other bodies on inclusive support for LGBT adult persons – we currently utilise the guidance and expertise of **sportscotland** and UK Sport as a resource on all related matters. For specific guidance on LBGTQI + issues affecting or likely to affect adult persons, please contact BWSW Lead Safeguarding Officer at 01932 560007 or email safeguarding@bwsf.co.uk.

Performance pathway

Transsexual athletes in the performance pathway are there to train and challenge for a position in Scottish national squads. To represent Scotland, any transsexual athlete will need to be compliant with the relevant body's policy (IWWF). We recognise that, for some people, the process of gender reassignment may start before joining the performance pathway or during it; we will work with each transsexual person on a case-by-case basis to ensure that they know about the implication of the international policy and are supported in their gender reassignment process.

Use of toilets and changing facilities

Transgender people should use the toilet/changing rooms that aligns with their gender identity. This should be considered in discussion with the person and what they want to happen. Participants can use the disabled toilet/changing room if they feel more comfortable doing so. There is a zero-tolerance policy for anyone who breaches the codes of conduct for parents/ carers or children with regards to inappropriate behaviour, **intentional** upset or use of inaccurate and/or inappropriate language and terminology. This should, therefore, be followed **at all times** by participants, spectators, site users and WWS staff, such as coaches or management.

Confidentiality and information sharing by WWS

Being transgender is not by itself a child/adult protection issue therefore any information about transgender participants and/ or members of WWS should not be shared unless the person has given consent. This is in line with GDPR regulation and WWS policies. Staff should not discuss any sensitive information nor the names of participants they know are going through transition with others unless they have been given direct permission to do so. Standard child/adult protection procedures should be followed regardless of any individual's sexual orientation or gender identity. Information on our safeguarding policies can be found on the WWS website.

Advice for WWS/ BWSW Accredited sites & Affiliated clubs

Overall guidelines to follow:

- Consult with trans-person/parents (dependant on age and personal circumstances) - Consult with trans-person – stage of transition, what they are comfortable with, what changing rooms/toilets they want to use. Always do what is best for the individual through discussion with the person.
- Link with Scottish Governing Body (SGB) if appropriate and use the sports own transgender guidelines.
- If there is an issue or problem flagged, treat each situation on a case-by-case basis.
- For all **WWS & BWSW Competitions**, consider the individual's stage of transition and the level of competition in regard to the participant's safety and potential sporting advantage. Please use SGB (WWS/ BWSW) sport specific guidelines and policies or those of IWWF (International Waterski Wakeboard Federation).