



British Cycling

Transgender & Non-Binary Participation Policy

British Cycling is committed to providing the opportunity for everyone who wants to ride their bike and be involved in the sport to be able to do so in a safe, accessible and supportive environment.

As part of that commitment, we are working hard to make cycling in Great Britain more equitable and to ensure that everyone feels free to participate regardless of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

This policy sets out the parameters in which British Cycling encourages all Transgender and Non-Binary Participants to take part in cycling, at every level of the sport.

Included in this policy:

1. Definitions
2. Legislation and Regulatory Framework
3. Policy Development and Review
4. Membership
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1. Definitions

Gender: the social, and cultural construction of what it means to be masculine or feminine, including roles, expectations, and behaviour. Usually assumed at birth to match the recorded sex.

Gender identity: a person's internal, deeply felt sense of self, for example, male, a female, or non-binary. A person's gender identity may or may not correspond with their sex recorded at birth. Some people may not have a gender identity at all, including those people who may not believe in the concept of gender.

Medical professional: a person qualified to provide medical treatment to an individual, *i.e.* GP, Doctor.

Non-binary: an umbrella term for people whose gender identity doesn't sit comfortably with the 'male' or 'female'. Non-binary identities are many and varied and can include people who identify with some aspects of binary identities, while others reject them entirely.

Participant: any person participating in an Event or other cycling related activity promoted or administered by British Cycling, including but not limited to any Member, Affiliate, Spectator, Licensee Volunteer or Contractor from time to time.

Recreational Activity: any non-competitive British Cycling organised activity, including but not limited to; the Breeze programme, Guided Ride, Ride Social and Let's Ride activities.

Sex: a person's physical (genitalia) and reproductive characteristics, observed and recorded at birth, usually as either 'male' or 'female', also includes intersex people.

Transgender: an umbrella term used to describe people whose gender identity is not the same as their sex recorded at birth. Many trans people undergo a transition process to reassign their gender, which could include medical intervention, such as hormone therapy and surgeries, but not all trans people want or are able to have this. Transitioning may involve telling friends and family, dressing differently and changing official documents.

2. Legislation and Regulatory Framework

The practices and procedures within this policy are based on the principles contained within UK legislation and take the following into consideration:

- Equality Act 2010 [Equality Act 2010 \(legislation.gov.uk\)](https://www.legislation.gov.uk/ukpga/2010/15/contents/enacted)
- Gender Recognition Act 2004 [Gender Recognition Act 2004 \(legislation.gov.uk\)](https://www.legislation.gov.uk/ukpga/2004/2/contents/enacted)

The regulations within this policy are based on the principles contained within international sporting regulatory frameworks and take the following into consideration:

- IOC Framework on Fairness, Inclusion and Non-Discrimination on the Basis of Gender Identity and Sex Variations, November 2021 [IOC-Framework-Fairness-Inclusion-Non-discrimination-2021.pdf \(olympics.com\)](https://olympics.com/ioc/media/146294/IOC-Framework-Fairness-Inclusion-Non-discrimination-2021.pdf)
- The UCI Regulations on Transgender athlete participation, March 2020 [UCI Regulations](https://www.uci.ch/en/press-releases/uci-regulations-on-transgender-athlete-participation)

3. Policy Development and Review

This policy has been developed by British Cycling (BC) in partnership with a number of external organisations, experts in the field, the BC Integrity Committee, the BC Clinical Governance Committee, the BC external Diversity & Inclusion Advisory Group, legal advisors, as well as the general public.

The policy was first published in October 2020 and has been reviewed and updated in December 2021 following a public consultation in March/April 2021.

This policy shall be reviewed annually, and/or more frequently as and when there are changes to the relevant UK legislation and guidance from international sporting regulatory frameworks to ensure fair and meaningful competition.

4. Membership

British Cycling offer a number of different membership packages.

Ride, Commute and Fan membership packages do not include any type of race licence.

Prospective Transgender and Non-Binary members who would like to obtain a British Cycling Ride, Commute or Fan membership may register as male or female without the need to provide any additional information or evidence.

If an existing British Cycling member wants to change the information that is registered on their British Cycling membership, they will need to contact the British Cycling Membership Team by calling 0161 274 2010 stating how they would like to be identified on their membership record (male or female).

Race Membership:

British Cycling offer Race membership packages to anyone who wants to take part in competitive cycling. These are Race Bronze, Race Silver and Race Gold.

Prospective Transgender or Non-Binary members who would like to obtain a British Cycling Race Membership and/or purchase a race licence, will need to submit a signed declaration if their Gender Identity is different to their Sex recorded at birth.

If an existing British Cycling member wants to change the information that is registered on their Race Bronze, Race Silver or Race Gold membership, they will need to submit a signed declaration that their Gender Identity is different to their Sex recorded at birth.

This is to ensure the required evidence can be requested in accordance with Section 6 of this policy.

Authorisation:

All changes will be authorised by the British Cycling Legal and Integrity Department. Contact can be made by calling 0161 274 2000 and asking to speak with the British Cycling Compliance and Safeguarding Manager or by emailing compliance@britishcycling.org.uk.

5. Recreational Activity

Cycling should be enjoyed by everyone, and in accordance with this policy, British Cycling encourages Transgender and Non-Binary participants to take part in Recreational Activities in the gender they identify as.

As there is no competitive element to Recreational Activities, all participants are able to take part in British Cycling sanctioned recreational activities in accordance with their Gender Identity, without the need to provide any additional information or evidence.

This applies to all current and prospective British Cycling Members who wish to take part in British Cycling Recreational Activities.

Recreational Activity includes the Breeze programme, Guided Ride, Ride Social and Let's Ride activities.

Please refer to Section 7 of this policy regarding everyone's role and responsibilities in welcoming and supporting Transgender and Non-Binary participants to take part.

6. Competition

For competitive events, British Cycling are taking in to consideration the [UCI Regulations](#), when determining the eligibility of Transgender and Non-Binary competitors.

Transgender and Non-Binary members, current or prospective, should contact British Cycling's Legal and Integrity department prior to racing or obtaining a Race membership and/or race licence to ensure they are placed in the appropriate category (male or female).

Contact can be made by calling 0161 274 2000 and asking to speak with the British Cycling Compliance and Safeguarding Manager or emailing compliance@britishcycling.org.uk.

The application process in both the female and male categories are outlined below.

Application to compete in the Female category:

Any current or prospective Transgender or Non-Binary member who seeks to compete in the female race category shall be asked to submit the following to the British Cycling Legal and Integrity Department, at least six weeks in advance of the date at which they first wish to compete:

- 1) A signed declaration from the individual that their Gender Identity is female, and they wish to compete in the female category.
- 2) An attestation from a Medical Professional that the member's total testosterone level in serum has been less than 5 nmol/L continuously for a period of at least 12 months.

The member's total testosterone level in serum must remain below 5 nmol/L throughout the period of desired eligibility to compete in the female category. This will be monitored by the Participant being required to submit an attestation from a Medical Professional that the member's total testosterone level in serum is below 5nmol/L for a period of at least 12 consecutive months. This will be required annually.

In the event of non-compliance, the member's eligibility to compete in the female category may be suspended pending further investigation. The Participant shall be unable to compete in that category until such time when their total testosterone level in serum has been below 5nmol/L for at least 12 consecutive months.

British Cycling reserves the right to request evidence of testosterone in serum levels from any rider who competes in elite level events on an annual basis.

Application to compete in the Male category:

Any Transgender or Non-Binary member who seeks to compete in the male racing category, shall not be required to provide any medical evidence. However, they will be required to provide the following, at least six weeks in advance of the date at which they first wish to compete:

- 1) A signed declaration that their Gender Identity is male, and they wish to compete in the male category.

Transgender men and non-binary participants wishing to move into the male competition category will not be required to make this move immediately. Transgender men and Non-Binary members will be supported to make this transition in their own time, and they will be supported to continue to participate in their current category ahead of moving into the male category.

Non-Binary:

Members who identify as Non-Binary may participate in the category that they feel most comfortable with (male or female). If this category is different to that associated to their Sex then the process and criteria applicable to their participation in that category shall be the same as for a Transgender member.

Monitoring and Compliance:

Compliance with British Cycling's Transgender & Non-Binary Participation Policy may be monitored.

Therefore, a member who chooses to avail themselves to this policy consents to providing the required medical information for the purposes outlined in this Policy.

British Cycling reserves the right to request further medical evidence from an individual Participant where it is deemed necessary.

Where necessary to safeguard the fairness or integrity of competition, British Cycling may provisionally suspend the participation of any member pending resolution of the matter.

This is all in accordance Section 9 of this policy.

For the avoidance of doubt, nothing in this policy is intended to undermine or affect in any way any of the requirements of the World Anti-Doping Code [2021_code.pdf \(wada-ama.org\)](#), the WADA International Standards (including the International Standard for Therapeutic Use Exemptions) [International Standards | \(wada-ama.org\)](#) or the UK Anti-Doping Rules [2021-UK-Anti-Doping-Rules.pdf \(wtsf.org.uk\)](#).

7. Your Roles and Responsibilities

All Participants are bound by the [British Cycling Code of Conduct](#) and this should be upheld at all times.

However, in specific relation to this policy, all British Cycling employees, members, volunteers, affiliate clubs and Participants should:

- Welcome all Transgender and Non-Binary Participants, just as you would any other Participant;
- Treat all Transgender and Non-Binary Participants with dignity and respect, just as you would any other Participant;
- Respect the private and confidential nature of all Transgender and Non-Binary Participants' situations and information;
- Accept all Participants in the gender they present; verification of their identity should be no more than expected of any other person;
- Report any incidents of inappropriate or offensive behaviour and language to the British Cycling Integrity and Compliance Department;
- Avoid making assumptions about the Participant, ask their name and take your lead from the information they may, or may not, offer you;
- Be clear about what language you use, all Participants should be referred to as the gender that they inform you they are;
- If asked, refer Transgender and Non-Binary Participants to this policy to understand the parameters in which they are able to take part in both Recreational Activity and Racing Competitions.

8. Disciplinary Proceedings

British Cycling will not tolerate any kind of unlawful discriminatory behaviour towards any member of staff, Participant, Official or Volunteer as per the British Cycling Code of Conduct.

British Cycling has developed this policy to enable cycling to be more inclusive of Transgender and Non-Binary participants, and therefore;

British Cycling reserves the right to take the appropriate action under the [British Cycling Disciplinary Regulations](#) for breaches of this Policy including but not limited to:

- Where there has been stigmatisation or discrimination against a Participant on the grounds of Gender Identity;
- A Participant competes in a category of competition for which they have not satisfied the eligibility conditions set out in this Policy;
- A Participant fails to co-operate fully in respect of the consideration of their application or their compliance/continuing compliance with this Policy;

- A coach, healthcare professional, sports scientist, agent or other person or entity has been complicit in a breach or non-compliance with this policy; and/or
- There has been any other breach or non-compliance with this policy and/or the British Cycling Code of Conduct.

All Participants are expected to abide by the British Cycling Code of Conduct at all times, including but not limited to; ensuring that cycling, in all its forms, offers individuals an opportunity to participate without fear or harassment.

Reporting

British Cycling members are able to report any concerns in accordance with the British Cycling Disciplinary Regulations and Safeguarding Policies which are found in the [British Cycling Handbook](#).

If there are any issues relating to a Participant's Gender Identity, or the challenge of it, these should be reported to the British Cycling Legal and Integrity Department. Contact can be made by calling 0161 274 2000 and asking to speak with the British Cycling Compliance and Safeguarding Manager or by emailing compliance@britishcycling.org.uk.

If British Cycling are notified of an individual who is taking advantage of the inclusive nature of this policy, or an individual who has been subject to any conduct which is in breach of the Code of Conduct due to their Gender Identity, the matter shall be considered under the British Cycling Disciplinary Regulations.

9. Data Protection

British Cycling, as a data controller, must ensure that any personal data processed in relation to this policy is in compliance with data protection laws and its own internal Data Protection Policy. In particular:

- The collection of data must be necessary, proportionate and relevant to the particular purpose and circumstance. Where data is collected for verification purposes and does not need to be retained, it should be deleted as soon as practicable. Where information does need to be retained this should be in line with British Cycling's Data Retention Policy.
- British Cycling must be clear and transparent at the outset about why this data is being held and for what purpose. Any additional purposes for processing this data must be communicated to the individual before the processing commences.
- Access to this information should be tightly controlled and on a strictly need to know basis. British Cycling will only share necessary information with international competition organisers for the purposes of verifying the status of the trans person.
- British Cycling will agree with the trans person how information is to be shared with others if this is absolutely necessary; this may include a change of name and title and this should be accommodated without prejudice or aggravation.
- British Cycling will complete and keep under review a Data Protection Impact Assessment (DPIA) for this processing due to the potential privacy risks involved

10. Accountability

The British Cycling Board is responsible for ensuring that this Policy is implemented, followed and reviewed when appropriate.

The British Cycling Board is also responsible for ensuring that this Policy is enforced and any breaches are dealt with appropriately.

The Chief Executive has the overall responsibility for the implementation of the Policy although this will be managed by the British Cycling Legal and Integrity Department.