



Transgender Inclusion in Competition Policy

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England Squash

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1. Introduction

- 1.1. England Squash is committed to ensuring that all players can participate in squash in a safe, fair and inclusive environment. This Transgender Inclusion in Competition Policy outlines the eligibility criteria for participation in competitions, in accordance with UK equality law and the UK Sports Councils' Guidance. England Squash recognises the need to balance inclusion with fair and meaningful competition, particularly in gender-affected sporting contexts.
- 1.2. This policy has been developed in line with the [UK Sports Councils Guidance for Transgender Inclusion in Domestic Sport](#).
- 1.3. Under the [Equality Act 2010](#), squash is considered a gender-affected sport, meaning average differences in strength, stamina or physique between men and women can significantly affect performance. Accordingly, the law permits sports' governing bodies to (1) organise separate sporting competitions for men and women, and (2) impose restrictions on the eligibility of transgender and non-binary players to participate in the sport, if such restrictions are necessary to ensure (A) the safety of competitors, and/or (B) fair competition.

2. Policy aims

- 2.1. This Policy is intended to maintain fair and meaningful competition conditions for players participating in England Squash Competitions while also supporting transgender and non-binary players in accessing safe and inclusive competition that is free from harassment and abuse.
- 2.2. If circumstances arise in the application of this policy that England Squash (in its absolute discretion) determines either are not foreseen in this policy or give rise to exceptional unfairness, then England Squash may (in its absolute discretion) address them in a manner that protects and advances these imperatives.

3. Scope

- 3.1. This policy applies to all England Squash competitions which are those owned, run and / or organised by or on behalf of England Squash, a full list of competitions can be found in appendix A.
- 3.2. For competitions in England that are not organised by or on behalf of England Squash, the policy may serve as guidance; eligibility in these cases is determined by the body organising the competition. Any activity outside of domestic competition is not within the scope of this policy.
- 3.3. This policy is effective from **31st January 2026**

4. Definitions and language

- 4.1. The key terms used in this policy have the following definitions:

Birth sex

The biological sex assigned to an individual at birth.

Gender identity

A person's innate sense of their own gender, whether male, female or something else which may or may not correspond to the sex assigned at birth.

Gender reassignment

The term used in the Equality Act 2010 to describe a person who is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.

Non-binary

A term for people whose gender doesn't sit comfortably with 'man' or 'woman'. [Non-binary](#) identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely.

Transgender

A term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. The term Trans is often used as an umbrella term including (but not limited to) transgender, transsexual, genderqueer, genderfluid, non-binary, agender, trans man, trans woman, trans masculine and trans feminine.

Transgender man

A term used to describe a man who was assigned female at birth. This may be shortened to trans man, or FTM (an abbreviation for female-to-male).

Transgender woman

A term used to describe a woman who was assigned male at birth. This may be shortened to trans woman, or MTF (an abbreviation for male-to-female).

Transitioning

The steps a transgender person takes to live in their gender. Each person's transition will involve different things. For some this involves medical intervention, such as hormone therapy and surgeries, but not all trans people want or are able to have this.

Transitioning also might involve things such as telling friends and family, using different pronouns, dressing differently and changing official documents.

NOTE: The definitions above are adapted from [Stonewall](#)

England Squash Competition

Competitions where players engage in competitive activity that is, owned, run and / or organised by or on behalf of England Squash.

Meaningful Competition

Term used in the [UK Sports Councils Guidance for Transgender Inclusion in Domestic Sport](#) which refers to competition that is deemed to be above the threshold where the priority shifts from inclusion to fairness.

Regulated Competition

Competitions where outcomes directly contribute to England Squash rankings, national and regional titles, selection for the England talent pathway, selection for higher level events and competition, or international representation. At this level, fairness is prioritised as squash is recognised as a gender-affected sport under the Equality Act 2010. Eligibility criteria may therefore include restrictions to maintain fairness.

Recreational Competition

Competitions primarily intended to promote participation, enjoyment, and community engagement in squash, often at club, school, or local level. Recreational competitions are not linked to England Squash rankings, titles, or selection processes. At this level, inclusion can be prioritised.

England Squash Rankings

A points-based system that assesses and ranks squash players based on their performance in competitions. These rankings may be used to determine player eligibility for various events, including national championships and selection for England teams.

Squash

References to 'Squash' include all forms of squash, including Squash 57 (Racketball) played in all playing environments and facility types.

5. Competition levels and eligibility

- 5.1. To balance fairness, inclusion and safety, England Squash categorises competitions into two levels.

Regulated competition

That this level, fairness is prioritised.

Recreational competitions

At this level, inclusion is prioritised.

- 5.1 Eligibility in England Squash Competitions is detailed below.

A full list of England Squash Competitions that this policy applies to is found in Appendix A

	Regulated		Recreational	
	Female category	Open category	Female category	Open category
Transgender women (birth sex male)	Not eligible	Eligible	Eligible	Eligible
Transgender man	Eligible - until gender-affirming hormone treatment is started	Eligible	Eligible - until gender-affirming hormone treatment is started	Eligible
Female Athletes <i>whose birth sex is female</i>	Eligible	Refer to competition / event rules around eligibility	Eligible	Eligible
Male athletes <i>who birth sex is male</i>	Not eligible	Eligible	Not eligible	Eligible

5.2 For the avoidance of doubt transgender women are not eligible to compete in the Female category in regulated competitions, regardless of any medical or legal transition status.

5.3 We recognise, in some circumstances, it may be necessary to restrict recreational level competitions to birth sex only.

5.4 Transgender men are permitted to take part in the Female category in regulated competitions until gender affirming hormone treatment is started.

6 Mixed competition

6.1 Mixed competitions are treated under the same eligibility principles. At regulated competition eligibility is based on birth sex, whilst at recreational competition eligibility is based on gender identity.

6.2 At regulated competition the Female place in a mixed team is restricted to birth-registered females.

6.3 Transgender men may take part in the Female place in a mixed team until gender affirming hormone treatment is started.

6.4 At recreational competition levels the Female place is open to transgender women.

6.5 Transgender men can take part in the Female place in a mixed team until gender affirming hormone treatment is started.

7 Participation process

7.1 To participate in England Squash Competitions, all players must hold a valid England Squash membership and declare both their birth sex and gender identity during registration for competition.

7.2 A player's eligibility for a competition category (Female, Open, etc.) is determined by their England Squash membership data based on their declared, sex or gender identity. Once registered for a competition category, a player cannot change it during the current season.

7.3 A player may change their competition category a maximum of two times in their lifetime, regardless of changes to personal gender identity, unless exceptional circumstances apply and are approved by England Squash.

8 International selection

8.1 Eligibility for international representation will be determined the event organising body (e.g. World Squash, Professional Squash Association, European Squash Federation).

9 General obligations

9.1 All participants:

- Must comply fully with this policy.
- Must cooperate in good faith and provide accurate information.
- Must not act in bad faith, harass, or stigmatise others based on gender identity.
- Must uphold respect and dignity toward all players.
- Must ensure that any information they provide to England Squash for consideration under this Policy is accurate, complete and not misleading;

9.2 Harassment, discrimination, or misconduct based on gender identity will constitute a breach of the England Squash Code of Conduct and be subject to disciplinary action.

9.3 Any breach of this policy, including inappropriate challenges to a player's gender identity or discriminatory behaviour, may be subject to disciplinary action under the England Squash Code of Conduct.

10 Anti-doping

- 10.1 All participants in England Squash Competitions are subject to the anti-doping rules and regulations as outlined by UK Anti-Doping (UKAD) and the World Anti-Doping Agency (WADA).
- 10.2 Transgender athletes undergoing hormone therapy (such as testosterone for transgender men, or androgen-suppressing medication for trans women) must ensure that their treatment complies with the WADA Prohibited List. If a prohibited substance is being used as part of medically necessary treatment, athletes are required to apply for a **Therapeutic Use Exemption (TUE)** through UKAD.
- 10.3 It is the responsibility of each athlete to:
- Understand the substances they are using.
 - Check the WADA Prohibited List.
 - Seek advice and, where necessary, apply for a TUE before competing.
- 10.4 England Squash supports a clean sport environment and expects all athletes to comply fully with anti-doping regulations. For further guidance, visit www.ukad.org.uk.

11 Confidentiality

- 11.1 All information and documentation about a person's past or present gender status will be managed in accordance with our Data Protection policies, the data protection legislation in force at the time (e.g. General Data Protection Regulation / Data Protection Act 2018) and, where relevant, the Gender Recognition Act 2004.
- 11.2 We recognise that this is sensitive information and as such will treat in strictest confidence and only shared on a need-to-know basis, always respecting a participant's right to privacy.

12 Review

- 12.1 This policy will be reviewed annually, or more frequently, if necessary, due to legal or regulatory changes, feedback from players, or new guidance from the UK Sports Councils. England Squash will monitor the policy's implementation to ensure it remains effective, fair and inclusive.

13 Appeals and Review Process

- 13.1 Players who disagree with any eligibility decision under this policy may request a formal review or appeal. Requests should be submitted in writing to complaints@englandsquash.com within 14 days of the decision. England Squash will treat all appeals confidentially and respond promptly. The appeals process aims to be fair, transparent and supportive, ensuring all relevant information is considered. Further details on the appeals procedure are available on request.

14 Confidential Support and Contact

14.1 England Squash is committed to providing confidential support to all players regarding matters of gender identity and eligibility. Players are encouraged to contact participation@englandsquash.com for private discussions or advice. All conversations will be treated with the utmost respect and confidentiality.

Appendix A

The table below lists the England Squash organised competitions and the competition level that applies.

England Squash junior sanctioned events (Copper, Bronze, Silver, Gold, Platinum)	Regulated
Inter County Championships (Junior, senior and Masters)	Regulated
Talent pathway events	Regulated
Optasia Super League	Regulated
Senior British National Championships	Regulated
Senior English National Championships	Regulated
Under 23' National Championships	Regulated
British National Championships	Regulated
National Club Championships	Regulated
National School Championships - Division 1	Regulated
National School Championships - Division 2	Recreational