



Hythe & Dibden Cricket Club

Transgender Policy

Hythe and Dibden Cricket Club, in all its activities, is fully committed to the principles of equality of opportunity in cricket, and to ensuring that its employees, members and all other individuals working or volunteering, participating in or watching Hythe and Dibden Cricket Club's activities are treated fairly and are able to conduct their activities free from discrimination, harassment or intimidation.

Hythe and Dibden Cricket Club therefore adopt England and Wales Cricket Board (ECB) Policy on Trans People playing cricket which can be found at: [ECB policy on Trans people playing cricket](#) or [ECB FAQ for Trans Policy](#)

The ECB recognises that trans people identify themselves using a broad array of terms and have sought to be as inclusive as possible by using the following terms:

Female only – a cricket competition, league or match governed by the ECB which are available for a woman or a trans woman to compete in;

Mixed gender – a cricket competition, league or match governed by the ECB in which a team:

- a) must consist of both:
- i) one or more women and/or trans women; and
 - ii) one or more men and/or trans men; and

b) may consist of one or more individuals identifying themselves as non-binary.

Non-binary – a term used to describe someone whose gender identity doesn't sit comfortably with "man" or "woman".

Open – a cricket competition, league or match governed by the ECB in which any individual is eligible to compete in without any restriction relating to gender or gender identity

Trans person – a person whose gender is not the same as, or does not sit comfortably with, the gender they were assigned at birth including, but not limited to, a transgender man or a transgender woman;

Transgender man – a term used to describe someone who is assigned female at birth but identifies and lives as a man; and

Transgender woman – a term used to describe someone who is assigned male at birth but identifies and lives as a woman.

This Policy specifically relates to trans people who play or seek to play cricket. It does not specifically apply to trans people who are coaches, match officials, volunteers or have any other role within the Hythe and Dibden Cricket Club, although the club will apply the same principles of inclusion to any such individuals.

For any Club which plays in any cricket competition, league or match which is governed by the ECB, the eligibility of a trans person is determined as follows:

- Any trans person may compete in any mixed gender competition, league or match in their affirmed gender or preferred gender identity and should be accepted as the gender they present or in their preferred gender identity
- A transgender man may compete in any open competition, league or match and should be accepted in the gender in which they present, but may not compete in any female only competition, league or match
- A transgender woman may compete in any open competition, league or match or any female only competition, league or match and should be accepted in the gender in which they present
- An individual identifying themselves as non-binary may compete in any open competition, league or match and should be accepted by reference to the gender identity in which they present but may not compete in any female only competition, league or match

Our Facilities

Trans people should have access to toilets, showers and changing rooms that accord with their gender identity wherever possible. Individual trans people are likely to have different opinions and preferences about what would make them feel comfortable, included, and safe at our club. If someone tells us they are trans, we will ask the person what would work best for them and aim to accommodate their preferred option.

Like in 'open' cricket, where no gender restrictions apply, we will make practical arrangements to accommodate all our players needs which may include using the officials changing and showering room.

Please note the law supports us in making reasonable special arrangements which will be different for each person. As per our Changing and Showering Policy (CM 04) players are under no obligation to shower or change at the club and may feel more comfortable to do this in their own home. We recommend this for our junior section.

However, as a club we recognise that other members of the club may have concerns which we must handled carefully. It may be that other members do not wish to share facilities with a trans person and we will listen to their concerns. Please contact the Welfare Officer to have an open and honest conversation.