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## INTRODUCTION & BACKGROUND

### Understanding the participation of transgender archers' policy

In this document we explain in detail the Participation of Transgender Archers Policy. Whilst we may predominantly use the term transgender or trans, the policy will also apply to archers that are non-binary, inter-sex, gender queer, cis-gender and others.

We give explanations as to why the policy has changed, and what forms of archery are and are not affected by this policy. We also explain in detail how this affects transgender and non-binary archery participants. If your questions are not answered here, please check the FAQs or contact us at [membership@archerygb.org](mailto:membership@archerygb.org)

### Why we have changed the policy

Archery GB has had a trans participation policy in place since 2012, which was then reviewed in 2017. The Sports Councils' Equality Group (SCEG) Guidance was launched in 2021 and since then we've taken the time to review our policy, taking this guidance into consideration as well as the 2025 Supreme Court decision. We recognise that this is an evolving landscape regarding policy, legislation and research.

After this review, there has been a change in the trans participation policy position, and it is essential that all those involved in archery recognise and understand these changes.

### Participation policy only

This policy is only applicable to those who participate as archers. It is our responsibility to make sure everyone, no matter what their identity or background, feels supported and involved in archery. There are multiple roles and ways to participate in the sport, and this policy only applies to those shooting.

### When the policy takes effect

The revised Participation of Transgender Archers Policy will come into effect on 1 October 2025, and at that time it will replace the old policy and guidance.

### What the law states

The Equality Act 2010 allows sports organisations to restrict or prohibit participation by transgender people as competitors in an event, or events, where the sporting activity is gender-affected. Any restrictions can only be made to secure fair competition or the safety of competitors at the event or events.

### What the evidence states

Whilst specific archery-based evidence is still somewhat limited, archery requires the physical capabilities of strength and endurance. Male puberty provides those born male with additional strength, which allows for greater draw weights and heavier bows, resulting in arrows that fly faster and are less affected by outside interference, such as wind.

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The evidence and research are continuing to develop in this sector, and Archery GB will seek to review its policy every three years, or sooner should relevant new information, guidance, legislation, and/or significant scientific or medical evidence require consideration.

### Policy position changed based on fairness

As discussed above, archery is considered a gender-affected sport. Based on this evidence, we have determined that the Participation of Transgender Archers Policy should restrict trans participation to secure fair competition. We are committed to supporting all affected archers to ensure they find the right path for them to continue to participate in archery.

### What the new policy states

The new Participation of Transgender Archers Policy has been developed to ensure everyone can participate in archery in a fair way. To enable this, we will create two categories of competition – a Female category and an Open category.

Female category: this category is for those participants recorded female at birth.

Open category: this category is open to all including those participants recorded male at birth, recorded female at birth (regardless of whether they have undergone hormone therapy), and those who identify as transgender or non-binary.

## COMPETITIVE ARCHERY

### What this policy mean for trans and non-binary archers

Everyone is welcome in archery. The categories have been created to allow all archers to participate regardless of their sex or gender. This has been done with the intention of creating fair and meaningful competition. As a gender-affected sport, this means we have needed to consider the conditions around the Female category.

### How trans and non-binary archers can continue to shoot

- Trans women (male at birth) can participate in archery affected by this policy in the Open category under their sex recorded at birth. They can also participate in archery that falls outside of this policy as the gender they identify as, or their sex recorded at birth.
- Trans men (female at birth) can participate in archery affected by this policy in the Female or Open category under their sex recorded at birth. They can also participate in archery that falls outside of this policy as the gender they identify as, or their sex recorded at birth.
- Non-binary (male at birth) can participate in archery affected by this policy in the Open category under their sex recorded at birth. They can also participate in archery that falls outside of this policy as the gender they identify as, or their sex recorded at birth.
- Non-binary (female at birth) can participate in archery affected by this policy in the Female or Open categories under their sex recorded at birth. They can also participate in archery that falls outside of this policy as the gender they identify as, or their sex recorded at birth.

### Youth archers

The Participation of Transgender Archers Policy only applies to participants aged 12 or over. Trans participants aged 11 or under can compete in the gender they identify with.

Once a trans girl becomes 12, she will be unable to compete in the Female category. To be eligible, a trans girl must be 10 or under on 31 August preceding the season of participation. To be eligible for the 2025/26 season, you have to be born ON OR AFTER 1 September 2015.

This age has been chosen based on the medical evidence of puberty (Tanner stage 2 in medical terms). The NHS advise that puberty can begin at any point between the ages of 8 and 13 in girls and 9 and 14 in boys. The average age for girls to start puberty is 11, while for boys the average age is 12.

Since the policy is about creating fairness assessed through averages between sexes, it is appropriate, and proportionate, to introduce the policy at the average age for boys' puberty, and therefore 12 years old.

Trans boys (archers recorded female at birth) will be able to compete in the Female category so long as they have not or are not currently undertaking androgenising substances such as hormone treatment.

For any support on questions relating to trans youth archers or exemptions, please contact [enquiries@archerygb.org](mailto:enquiries@archerygb.org).

### International level participation

The policy will not affect the eligibility of transgender athletes to compete in international competitions. That will instead be determined exclusively by reference to WA's policy.

World Archery provides a clear framework for participation in international events in the [Eligibility policy for transgender athletes](#). This policy includes the requirements that athletes who were assigned a gender at birth may meet to compete under a different gender identity, as well as the application and monitoring processes.

### Archery affected by the policy

The following forms and formats of archery are affected by the policy and therefore restrictions of the Female and Open categories apply:

- World Record Status Events;
- UK Record Status Events;
- Regional, County or Club Championships (whether Record Status or not);
- Club Shoots for the purpose of gaining scores, badges, handicaps and classifications;
- Postal/Virtual Competitions.

### Archery not affected by the policy

Any format of archery not listed above would not be affected by this policy and therefore trans and non-binary participants are eligible to participate as the gender they identify as. However, should there be any competitive element, records and badge claims and/or ranking points attributed to the competition, then all such claims should follow this policy.

### Anti-doping

All participants, regardless of sex or gender, should be aware that they may be subject to doping control testing as per the UK Anti-Doping Rules. The use of hormones in most cases contravene the World Anti-Doping Agency Code and therefore any trans or non-binary participants using hormones for the purpose of gender reassignment, or any participant taking hormones as part of HRT, are encouraged to contact UK Anti-Doping in relation to any Therapeutic Use Exemption (TUE).

### Badges, Handicaps & Classifications

Any Archery GB badge scheme that is currently divided into Male and Female categories will be changed to Open and Female – although this will take time. In the short-term where Male is seen or written, this includes the Open category. The only restriction will be that archers that have claimed a badge in one category will not be permitted to claim the same badge in another category of the same discipline. For example, a Female Compound badge cannot be claimed in the Open Compound category.

Handicaps and classifications will be updated for the Female and Open categories. Again, this will take time. In the short-term where Male is seen or written, this should be read as the Open category.

### Judge's guidance

Field Captains, Judges, the Chair of Judges and Director of Shooting have a primary responsibility to uphold on-field rules and regulations of our sport. It is important that those in a role of responsibility understand the policy regulations and what it means for archer eligibility and compliance.

It is equally important to know the signs and actions to take if you see or hear any discrimination or actions that bring the game into disrepute. Archery is an inclusive and welcoming sport, and it is important that behaviour on or off the field lives up to this.

It is **not** the role of the judge to monitor or enforce the eligibility of individuals, irrespective of awareness of an archer's circumstances. A judge's primary responsibility is to apply the Rules of Shooting to ensure the competition is conducted safely and fairly. Should an archer engage in dangerous actions, a judge will take appropriate action in accordance with the rules. However, a judge is not accountable for the enforcement of archer eligibility policies.

## CONFIDENTIALITY & RAISING CONCERNS

### Confidentiality of participants

Any information regarding a person's transgender history must be handled with the greatest care, in compliance with the General Data Protection Regulation/Data Protection Act 2018. Personal data of all members must be treated as confidential. It's crucial to refrain from disclosing details about a trans individual's transition or history to anyone, including other members, participants, officials, or volunteers, unless you have prior consent from the individual.

Such disclosure could expose them to the risk of discrimination or harassment. Regardless of age, you should not disclose someone's transgender status unless you have obtained explicit consent from the individual. For those under 18 years old, under data laws, the confidentiality of personal data concerning children is particularly safeguarded, emphasising the need for utmost discretion.

### How someone could be non-compliant with the policy

Below are some examples of how someone could be noncompliant with the policy:

- If an archer is challenged on the basis that their appearance does not conform to gender stereotypes.
- If a trans or non-binary archer is challenged while participating in the Open category.
- If a trans or non-binary archer is the subject of any gender-based discriminatory or prejudicial behaviour.
- If a trans or non-binary archer recorded male at birth, is playing in the Female category as their gender they identify as.
- If a trans or non-binary archer is removed before or during a competition without proof of their eligibility for the category they are playing in.

### What to do if you think the policy has been misinterpreted

We understand that not everyone is an expert on various forms of eligibility or on discrimination, and it's natural to sometimes feel uncertain about whether our policy has been misinterpreted or breached.

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If you've observed or encountered any instances of individuals not complying with the policy or have concerns about how this policy is being interpreted, and you're unable to address the issue locally, it's important to reach out to us at [enquiries@archerygb.org](mailto:enquiries@archerygb.org).

If you feel there is a case of discrimination in any archery environment, every incident, no matter how seemingly minor, should be reported to Archery GB. We're committed to supporting anyone raising a concern, and those who advocate for another archer, or confront any form of discrimination.

### When to report a concern of eligibility

If the eligibility of an archer in a particular competition is questioned, the archer should be allowed, or continue to be allowed, to participate. The matter should then be referred to the officials and/or representative(s) from the relevant archery organisation responsible for the competition and they should consider the concern and determine if the matter requires any further resolution.

If there are concerns that cannot be resolved, the Tournament Organiser, in consultation with the senior judging official, may delay or stop the competition. Archery GB recommends that this only happens if concerns about the health and welfare of an archer may put themselves or others at risk of injury. Archery GB may then undertake a sensitive and confidential review of their circumstances, and feedback to Tournament Organisers any relevant and non-sensitive information.

### How to report a concern

Archery clubs should be safe and welcoming places, and nobody should feel discriminated against, or treated differently due to their age, gender reassignment, marriage and civil partnership, pregnancy and maternity, disability, race, religion or belief, sex, or sexual orientation.

Discrimination has no place on or off the archery range. Archery GB is committed to taking all allegations of discrimination very seriously and will ensure that anyone can report it in the knowledge that we will act appropriately in line with our values and codes of conduct.

If you have a safeguarding or discrimination concern, it's vital that you let us know – visit our website here for more information and to report your concerns:

<https://archerygb.org/about/safeguarding/report-a-concern>

Reports can be given anonymously if you wish. The form will be sent to Archery GB's safeguarding team who will get back to you as soon as possible to let you know how your concern will be addressed. All reports will be treated confidentially.

If you would like to discuss your concern first, please call us on 01952 677888 Option 2 or email [safeguarding@archerygb.org](mailto:safeguarding@archerygb.org).

### SUPPORT FOR CLUBS

#### Supporting a trans archer in your club

Some individuals within clubs may openly identify as trans, while others may prefer to keep this aspect of their identity private. It's essential to honour their decision and refrain from sharing any information without their explicit consent, regardless of their age.

It's important to have a discussion with the individual involved and collectively determine what information, if any, should be shared and how. Trans participants, whether adults or children (and their parents or carers) may wish to consult with their club (or a club's welfare officer) on whether to, and how to disclose their trans identity to other members of the club.

For a trans or non-binary person who is either new to archery or could be transitioning whilst at a club, we want them to know they are welcome in archery. Transitioning is a deeply personal journey, and individuals may not always openly identify as trans in all aspects of their life. It's vital to cultivate a supportive environment within archery where individuals feel free to express their true selves. When joining your club (or if they transition whilst at your club), if a person chooses to disclose their trans identity, it may be necessary to discuss where they are in their transition, particularly if they interact with peers from other activity groups or communities within the club. This could be especially important if the person is a child.

By addressing this sensitively, individuals can better understand how their identity may intersect with other areas of their life, empowering them to make informed decisions about self-expression within an archery environment. The first step to supporting any person (whether an adult or a child) who tells you they are trans, or who is questioning their gender identity, is to listen without making any judgements or assumptions.

Reassure them that archery is an inclusive sport and that they'll always be welcome within the archery community. Offer reassurance about their opportunities as an archer, coach, judge, official, volunteer, and more. Let them know their confidentiality will be respected and you will work with them to understand their needs and wants. The next step is to ask if there is anything they might need to make them feel comfortable and included in the club.

The individual may want to talk about:

- What pronoun or name they'd like to use and when to use it (this may not be all the time). It can be hard to get this right sometimes, so if you make a mistake, apologise, and move on. It's important to respect their wishes to learn their name and pronouns just like with any other person.
- Whether, when, and how they might like to share anything with other members in the wider club.
- Which toilets and facilities they can use.
- Changes to their kit and what they wear for shooting to be comfortable.
- Where to find information or support outside of their club or Archery GB.

A person might not want to do anything at all or may need some time to think about any adjustments they need, so let them know that they can always come back to talk to you. For any

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specific questions or guidance, please contact [enquiries@archerygb.org](mailto:enquiries@archerygb.org) who will be able to support you.

### Supporting a trans or non-binary member to understand the policy

It's essential to ensure that individuals are aware of the Participation of Transgender Archers Policy and how it may impact their journey within the sport. For child members, it's crucial that both they and their parents or carers are informed about the policy and its implications as they progress in their archery journey.

For all trans and non-binary members, engaging in open and honest conversations is paramount to ensuring they have a positive archery experience. Start by sharing the policy and the full guidance, so they can start to understand what the policy means for them. Work with the archer to understand the options available at your club to allow them to continue their archery journey. Continue to support the archer to find the right opportunities and environment for them. If you as a club member need support to understand what adjustments or opportunities are available to your trans members, please reach out to Archery GB.

A new member wishing to join your club does not have to disclose that they are trans or non-binary. It is important that everyone feels welcome and included in the archery community. If there is a dispute based on an individual's eligibility within a certain category, this should be raised through the official channels and processes as indicated in this guidance. If an individual does disclose their identity to you on joining or whilst being a member of the club, it is important that you support them and make their archery experience as positive as possible.

### Supporting archers competing in the female and open category

We understand that the changes in this policy may leave some archers feeling disheartened, but we are committed to supporting each participant to find the right path for them to remain in the archery community.

As a gender-affected sport, this means we have needed to consider the conditions around a Female category. For this category, Archery GB has placed necessary and proportionate restrictions on eligibility, in the spirit of fairness in competition.

The Open category has been developed to ensure there is a space for all archers, regardless of gender, sex, age, or ability to continue their archery participation. Those archers recorded male at birth and female at birth can all participate in the Open category.

For further information and guidance, or if you require this information in an alternative format, please contact Membership Services in the first instance: [enquiries@archerygb.org](mailto:enquiries@archerygb.org) or call 01952 677888.



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