



England Hockey Transgender Policy FAQs

Does England Hockey have a transgender policy?

Yes. As a sport, hockey has had a [transgender policy](#) in place for over 10 years. The policy was first developed in 2012, revised in 2013, and then again in 2017, constantly evolving and adapting to the sport and society around us.

Are you reviewing your policy?

As part of the England Hockey Equality, Diversity, and Inclusion (ED&I) Framework launched in 2022, we made the commitment to review the current policy to ensure it best reflects the needs of the sport.

The policy review process is underway and will include focused consultation, upskilling of all decision makers, expert research, and thorough review to ensure it is fit for purpose.

While this policy review is underway, our current policy remains in place across the sport in England.

When will the new policy be available?

The updated policy and guidance are expected to be complete by Autumn 2024. While this policy review is underway, our current policy remains in place across the sport in England.

Are we as a hockey club obliged to align to the current England hockey trans participation policy?

As part of England Hockey membership, clubs are required to comply with England Hockey policies. The policy review process is underway, and during this time, our current trans participation policy remains in place across the sport in England.

My child is in a team with a transgender player, is that allowed?

Yes. Our policy states that any transgender person (male or female) is permitted to participate fully, i.e. train, play in informal matches or play in hockey competitions, in their affirmed gender. Verification of their sex should be no more than is expected of any other player.



What about changing facilities for transgender members?

We recognise that changing room facilities vary from club to club. Different trans people are likely to have different opinions and preferences about what would make them feel most comfortable, included and safe at your club. It is good practice to ask a trans person what would work best for them, not everyone feels comfortable in open changing room spaces. In line with existing good safeguarding practice, where it is important to consider privacy for all members of the team, it is recommended that adults (unless they are the parents) do not change at the same time in the same changing facilities as children under the age of 18 unless there are separate cubicles. If this cannot be avoided due to the nature of the facility it is recommended that all adults come ready changed for their hockey activity.

What action would be taken, should a team refuse to play a match against a team fielding a trans female in the women's league, assuming this refusal is on the grounds of safety or fairness?

If, on the day, before the match starts, a team refuses to play a match against a team fielding a trans female, they forfeit the game. When forfeiting, Regulation 14 of the Area League Regulations will apply as well as its associated penalties.

Should an umpire deem the play to be unsafe, the umpire would apply the FIH outdoor rules of hockey, in particular Section 2, Umpiring, Applying the Rules, 2.1 protecting skilful play and penalising offences and 2.3 control (FIH rules available to all via Hockey Hub or the FIH website).

If there are known Health and Safety concerns in advance of the match taking place, we advise the team to notify the England Hockey Legal and Governance team in writing. England Hockey would require specific details as to the exact nature of those concerns in order to make an assessment. All notifications will be considered on a case-by-case basis.