

# Transgender Policy Consultation Process 2022

- Proposals from consultancy organisations were gathered and considered ahead of appointing the lead consultant to support British Triathlon in delivering a comprehensive independent consultation process.
- The purpose of the consultation was to explore options for categorisation into triathlon competition in the UK with key stakeholders.
- The consultation took place during April/May 2022 and consisted of;
  - An online survey of British Triathlon Home Nation Members: 3167 responses were received. That represents a one in five response rate of the cohort sampled (19.68% of 15,934), and more than 10% of the total membership of British Triathlon). 16 responses were received from transgender individuals (0.5% of respondents).
  - Focus Groups: six focus group sessions were conducted taking place at the British Triathlon Centres in Leeds and Loughborough; for World Class programme athletes, staff and invited individuals/advocacy groups.
  - One-to-one interviews: including board members from all home countries as well as British Triathlon, athletes including transgender athletes, committee members, coaches, and event organisers. 17 individuals were interviewed.

## Conclusions

British Triathlon membership and leadership is deeply committed to creating the best solution for triathlon to achieve inclusion and fairness for all. This is evidenced by the creation and response to the survey, attendance at focus groups and involvement in one-to-one interviews.

The clear majority of those surveyed, approximately 8 out of 10 members, favour British Triathlon offering a Female Category (for those who are the female sex at birth) and an Open Category (for all individuals, including male, transgender and those non-binary who were male sex at birth) This is further reflected in the outcomes of the focus groups, as well as the one-to-one interviews.

While 1 in 10 British Triathlon Home Nation members support self-identification into sex categories, around 1 in 5 support inclusion of transgender people into the female category with some form of entry requirement through either testosterone suppression or a form of case-by-case analysis. Self-identification and the development of categories 'with requirements' were not well supported in the focus groups, nor the interviews.

More than 10% of survey respondents and some interviewees and focus group participants independently suggested the development of transgender specific categories for competition. The views of transgender people were broad and covered all options for category definition, as well as offering varying perceptions of the requirement for inclusion and/or fairness.

A consistent 1 in 10 members indicated they did not know whether to support self-identification, inclusion through entry requirements, or female only and open categories. Further, some of the responses within the focus groups, as well as the interviews indicated that for many, the complexities of inclusion policy made decision-making fraught. Some requested further information and advice be offered by British Triathlon. There was general agreement on the positivity of the process for triathlon in Great Britain and a sentiment for ensuring productive outcomes for everyone in the sport.