



EVENT CONSIDERATIONS FOR TRANS & NON-BINARY INCLUSION

Safeguarding Resource Document

INFORMATION FOR COMPETITIVE SWIMMING EVENTS

INTRODUCTION

With the implementation of the new Scottish Swimming Transgender & Non-Binary Aquatics Competition Policy from the 1st January 2024, there are a number of event management related points that need to be considered. The new policy applies to all levels of competition within each of the aquatic sports. This document provides some information to help Event Organisers adjust to ensure compliance with the new competition policy. This document should be read alongside the policy and the supporting FAQ resource which can be found [HERE](#). Any questions regarding this document, the Policy or the FAQs should be submitted to equalities@scottishswimming.com, where a member of Scottish Swimming staff will respond.

COMPETITOR ELIGIBILITY

Eligibility for Licensed Level 1,2,3 Events

As competition with the potential to provide times for rankings, 'fairness of competition' must be prioritised. Licensed swimming competitions are required to provide "Female" and "Male & Open" categories. These are defined as follows:

- Female – Athletes with a birth sex of female. This can include non-binary athletes with a birth sex of female and transgender male athletes with a birth sex of female and have not begun medical transition in any way e.g. hormone therapy or surgery.
- Male & Open – Athletes with a birth sex of male, transgender, or non-binary competitors

Under no circumstances are competitors to be challenged on the validity of their participation within the relevant category during an event. Any concerns around competition eligibility should be raised with Scottish Swimming post event through the completion of the reporting form.

MEET INFORMATION/EVENT CONDITIONS CONSIDERATIONS

For meet information/event conditions for licensed level 1,2 and 3 events, the following text should be included in the document:

As of the 1st January 2024 the Scottish Swimming Transgender & Non-Binary Competition Policy was implemented nationally across all aquatics sports. The policy and FAQs can be found [HERE](#). Any policy related matters that arise during the event should be reported to and will be recorded by the Meet Convenor/Lead Referee and these matters will be communicated to and managed post event by the relevant Scottish Swimming Staff. At no point will members be challenged on the day of a competition with any matters being resolved post event.

As a result of this policy being implemented, any competitor intending to compete within the Female category at this event will be required to provide confirmation that their birth sex is female when signing up to the meet conditions through entry. By entering the Female category, athletes are therefore confirming their birth sex is female and are eligible to compete in the Female category.

From the 1st January 2024, references to the 'Male' events on any event paperwork should be replaced with 'Male & Open' where at all possible. This would include: on Meet information/conditions, event lists, entry sheets, withdrawal sheets, start lists, result sheets, on scoreboard displays and any other event paperwork or reports that are generated during the event where the competition categories currently display Female and Male.

EVENT CONSIDERATIONS FOR TRANS & NON-BINARY INCLUSION

Safeguarding Resource Document

If a competition has already been granted a licence prior to 1 April 2024, then Scottish Swimming has agreed to honour the conditions of the application. This may mean that some competitions continue to use 'Female/Male' categories until end of March 2024. Where event conditions have been published but can be changed to reflect the new 'Male & Open' category then this should be undertaken. Any new competition licence applications must have the Female and 'Male & Open' categories detailed for entry.

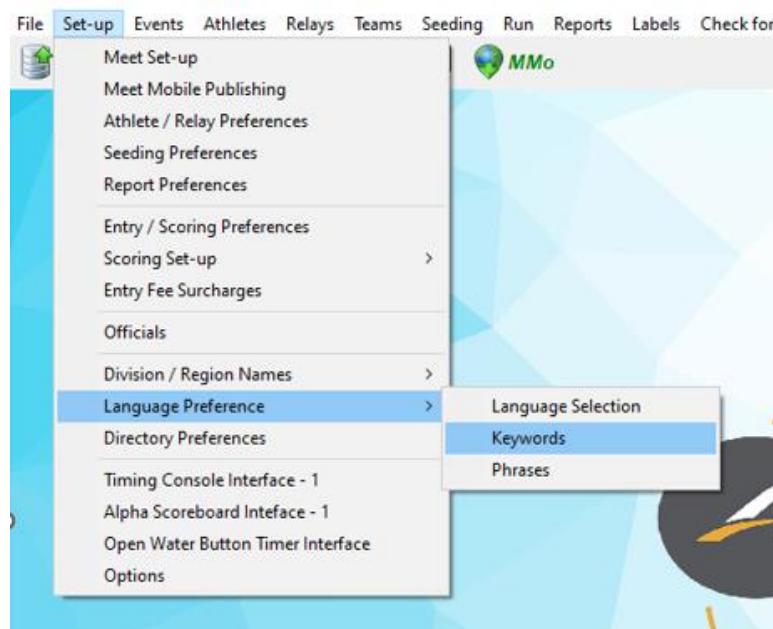
Hytek Meet Manager

Entry systems are currently being developed to reflect the new 'Male & Open' category but where technology does not currently allow this, then entries should continue to be processed through the 'Male' Category. The Rankings website has already been updated to reflect the new combined 'Male & Open' category.

A guide for changing the category headings on Hytek Meet Manager is provided below:

From the home screen on Hyek Meet Manager

1. Select Setup from the ribbon on the top of the screen
2. Select Language Preference
3. Select Keywords



4. This will now bring up a list of keywords
 - The following will need to be changed within the 2nd column which is headed 'translate to'
 - i. Boy > Male & Open
 - ii. Boys > Male & Open
 - iii. Men > Male & Open
 - iv. Male > Male & Open
 - v. Girl > Female
 - vi. Girls > Female
 - vii. Women > Female
5. Select OK. Any report now generated, will contain the new terminology detailed above. Example of the completed process below:

EVENT CONSIDERATIONS FOR TRANS & NON-BINARY INCLUSION

Safeguarding Resource Document

Translation of Keywords

English	Translate To	Size
Fly	Fly	16
Free	Free	16
Freestyle	Freestyle	20
Gender	Gender	15
Girls	Female	15
Gold	Gold	12
Heat	Heat	10
Heats	Heats	10
Home	Home	15
ID#	ID#	10
IM	IM	10
Ind/Rel	Ind/Rel	10
Individual	Individual	15
Lane	Lane	6
LC	LC	2
List	List	15
Male	Male & Open	12
Medals	Medals	15
Medley	Medley	20
Men	Male & Open	15
Meter	Metre	15
Meters	Metres	15
Minutes	Minutes	15
Mixed	Mixed	15
Name	Name	20
No	No	6
Non-Award	Too Fast	21
Not Scratched	Not Scratched	15
Note	Note	15

OK Cancel

Para-Swimming

No additional points need to be considered to allow competitive participation for athletes with a disability or impairment.

Relays

In mixed relay events, team members will comprise of two from the “Female” category and two from the “Male & Open” category. In single sex relay events, all four competitors are required to be entered into the competition under the same competition category.

Leagues

Where a league has different stages of competition (i.e. prelims and finals) and different licence levels exist, for example the preliminary rounds competed as level 4 and the league final held as a licence level 2, then competitors must enter the league in the competition category they are eligible for under licenced competition conditions. It is not possible to compete in both eligibility categories within the same league/competition.



EVENT CONSIDERATIONS FOR TRANS & NON-BINARY INCLUSION

Safeguarding Resource Document

Records & Awards

At all levels of competition, transgender & non-binary competitors are eligible to win medals & trophies within the “Male & Open” category only, unless eligible and entered into the event in the Female category. Any existing trophies that are in place at any level of the sport should remain with the categories/information defined. Any new trophies should reflect the new “Male & Open” category where possible.

At National & SASA District levels, transgender competitors are currently not eligible to achieve records, but Club level records can be achieved. National & SASA District Records should be announced as ‘subject to ratification’ and confirmation of these records will be processed post event.

Swimwear

Any transgender & non-binary competitors who require to wear swimwear that is not as per World Aquatics rules must apply for exemption through the Scottish Swimming Swimwear Policy. This process is managed by the National Swimming Committee and supported by Scottish Swimming.

Swimwear must not give the effect of excessive nudity inappropriate for sport and must be dignified and suitable for competition. The wearing of technical swimsuits for trans & non-binary competitors will not be permitted where advantage may be gained within the “Male & Open” event category.

Any application through the Scottish Swimming Swimwear Policy must be completed with all required information and submitted to info@scottishswimming.com no later than 3 weeks prior to the date of competition.

Appropriate communication with the event promoter in advance of a competition will be required by the individual competitor where a Swimwear Policy application has been granted to ensure that any challenge on the day of competition can be avoided. Event promoters are required to ensure this information is managed sensitively and as confidentially as far as practicably possible, informing only the lead referee of this information. If not submitted to event promoters prior to the event, the certificate of exception must be presented by the athlete or member of team staff to the lead referee prior to the start of the session in which the competitor is first competing.

Technical Officials

With regards to the application of the Competition Policy during an event, other than the Lead Referee completing the reporting form should a disclosure or issue arise, there are no specific responsibilities of Technical Officials. The application of the rules should continue as normal. **At no point are competitors to be challenged during an event with regards to potential breaches of the Competition Policy.**



EVENT CONSIDERATIONS FOR TRANS & NON-BINARY INCLUSION

Safeguarding Resource Document

REPORTING FORM & REPORTING PROCESS

A reporting form for equality and inclusion matters/disclosures has been created to allow for the management of any issues that require to be investigated. This form is to be completed by the Lead Referee or the Competition Convenor/Director for recording and reporting matters relating to the Scottish Swimming Equality Policy or the Scottish Swimming Transgender & Non-Binary Aquatics Competition Policy.

At no point are competitors to be challenged during an event. The form should be submitted to equality@scottishswimming.com, where the form will be passed onto the relevant member of Scottish Swimming Staff to progress the matter.

Disclosure of an issue to a Technical Official/event volunteer.



Matter referred to the Meet Director/Meet Convenor ASAP.



Meet Director/Meet Convenor gathers all information relevant to the matter that can be accessed.



When discussing matters with children and Young people, ensure safeguarding processes are followed. I.e. 2 adults gathering information and if member is under 18 then a parent/carer or member of team staff should be in attendance.



Confidentiality of the disclosure must be impressed upon everyone involved by the Meet Director/Meet Convenor.



Meet Director/Meet Convenor explains to those involved that the matter will be investigated and managed post event.



At no point are competitors to be challenged during an event.



Meet Director/Meet Convenor completes the reporting form.



The event continues as planned. Any medals/awards etc will continue to be awarded based on the results. Any changes of results based on the Scottish Swimming investigation into the matter will be made post event.



The form should be submitted to equality@scottishswimming.com, where the form will be passed onto the relevant member of Scottish Swimming Staff to progress the matter.