



Scottish
Golf

Transgender and Non-Binary Policy

Policy for inclusion of transgender and non-binary golfers in Scottish Golf Competitions

Introduction

This policy has been developed following guidance published in 2021 by the GB&I joint Sports Councils for governing bodies of sport on their inclusion policies with respect to transgender and non-binary participants.

It aims to balance the principles of fairness and inclusion in a way that is reasonable and proportionate for the sport of amateur golf in Scotland.

In developing this policy, Scottish Golf (SG) has undertaken a comprehensive review process and recognises this is a complex policy area where there are limitations in the information available. For example, it is acknowledged that the scientific evidence in the area of transgender and gender diverse participation in sport is limited, in particular in the area of performance advantage at elite level. Therefore, SG reserves the right to make amends where required and will review the policy annually. Any future revisions will be recorded in the modifications table at the bottom of this policy.

Scope

This policy applies to golf competitions organised by and under the jurisdiction of the Scottish Golf. It applies to transgender and non-binary golfers who wish to compete in a gender that is different to the sex which they were assigned at birth.

Policy Statement

SG believes that golf should be enjoyed by people of all ages, backgrounds, genders and ethnicities. We want golf to be inclusive and diverse. Equally, we are committed to ensuring that competitive fairness and a level playing field is achieved in our events and competitions. As such, this policy is written to reflect this vision.

It aims to enable Transgender and Non-Binary participants to feel confident and included while participating in golfing activities. Transgender people are not a uniform group, but a wide range of people who do not meet the stereotypical images of men and women. SG encourages the participation of transgender people and those associated with them, including their families and friends, in all aspects of golf.

SG will raise awareness about the needs of transgender people and share this Transgender and Non Binary Policy, and associated guidance documents, amongst members and participants as required.

General Eligibility

At all times, the SG Terms of Competition, policies and Hard Card for the relevant competition shall apply. All entrants into SG Competitions are required to have a valid WHS™ Handicap Index®. WHS™ requires a golfer to be identified as male or female, and an individual can only hold one WHS™ handicap at a time.

Handicap Competitions

Handicap Competitions are either male competitions, female competitions or mixed competitions.

- For male competitions, competitors are required to hold a WHS™ handicap which identifies that they are a male golfer.
- For female competitions, competitors are required to hold a WHS™ handicap which identifies that they are a female golfer.
- For mixed competitions, competitors may compete in the gender in which they hold their WHS™ handicap.

The R&As handicap transition guidance must be followed for any golfer seeking to transition their handicap. Please get in touch with governance@scottishgolf.org for further guidance and support.

Scratch Competitions

Scratch competitions are either male competitions, female competitions or mixed competitions.

- For male competitions, players who identify as male, transgender female or non-binary whose sex assigned at birth was male, and transgender males, may compete.
- For female competitions, female players and non-binary players whose sex assigned at birth was female may compete.
- For mixed competitions, female competitors and non-binary competitors whose sex assigned at birth was female may compete as female golfers. Competitors who identify as male, transgender female or non-binary whose sex assigned at birth was male, and transgender males, may compete as male golfers.

Definitions

The following terms have the following meanings in this policy.

Handicap Competition	Competitions to which the Rules of Golf, Rules of Handicapping and Rules of Amateur Status apply; and in which a player's WHS™ Handicap Index® is used to calculate the net score
Scratch Competition	Competitions to which the Rules of Golf apply and a player's score is the player's gross score and is judged against the Course Rating™ (or "par") of the course being played
Sex assigned at birth	The sex, male or female, that is recorded on a birth certificate at the time of birth
Gender	Expressing or considering oneself to be a man or a woman
Transgender male	An individual assigned female at birth, who identifies as male
Transgender female	An individual assigned male at birth, who identifies as female
Non-binary	An umbrella term used to describe someone who does not identify exclusively as a man or a woman

Appeals

Decisions made under this policy may not be appealed.

This policy applies to transgender and non-binary golfers who wish to compete in a gender that is different to the sex which they were assigned at birth. It is recognised that there is a group of rare chromosomal/genetic conditions, referred to as differences in sex development (DSD) conditions. It is not possible to set out a policy for golfers with those conditions at this moment in time, and any golfer with such a condition can contact Scottish Golf via governance@scottishgolf.org to confidentially discuss their circumstances.

Legislation

In developing this new policy, SG has taken account of the latest research on transgender participation in sport and relevant UK legislation including the Equality Act 2010 and the Gender Recognition Act 2004.

SG has determined that golf is a "gender-affected" sport as defined in applicable legislation. The physical strength, stamina or physique of average persons of the female sex would put them at a disadvantage compared to average persons of the male sex as competitors in the sport of golf.

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