



## STATEMENT OF INCLUSION

Sheffield United Community Foundation is committed to building a culture of respect and acceptance. Our staff and the people we engage with come from all walks of life, and this diversity is what helps makes us great. Women and men, gay, straight, bisexual, trans, cis, religious, atheist, full-body abled, disabled, neurotypical, neurodiverse, young and old. We support the right of everyone to live their lives free of bullying and harassment.

We strive to hold our events and deliver our projects in locations that are accessible to those with restricted mobility. We'd love to hear your suggestions for how we can improve our accessibility services in any way. Please email [enquiries@sufc-community.co.uk](mailto:enquiries@sufc-community.co.uk) with any comments.

Bigotry, sexism, transphobia, racism, homophobia or any other form of intolerance or hate will not be tolerated within any part of Sheffield United Community Foundation. Any staff member or participant who engages in bullying or harassment will be dealt with in accordance with our policies and the Equality Act 2010.

Any staff member or participant experiencing problems can talk to a staff member, line manager or the Safeguarding Manager and we will work to resolve the issue as per our Anti-Bullying Policy and Grievance Procedure.

### TRANS INCLUSION

The Football Association Policy on Trans People in Football

*"Football belongs to, and should be enjoyed by, anyone who wants to participate in it. The Football Association (The FA) regulates the participation of competitors in football matches and domestic competitions as set out in The Rules of The Football Association (The FA Rules).*

*It is The FA's firm view that gender identity should not be a barrier to participation in football. The FA is intent on making football a lifelong experience and ensuring the inclusion and safety of participants."*

We therefore explicitly support the rights of trans and non-binary people to participate in all Sheffield Community Foundation activities and projects. We welcome applications from people of all genders to join us as staff or to volunteer with us.



### WHY IS IT IMPORTANT TO BE EXPLICITLY TRANS INCLUSIVE?

There remains a harmful and pervasive idea in our society that trans and non-binary people either don't really exist, or else that they should be subject to derogatory stereotypes and excluded from activities such as sports.

Sheffield United Community Foundation rejects this narrative and aims to provide a safe and accepting environment for trans and non-binary people to participate in sport and physical activity. Disclosure of their trans or non-binary status is entirely at the discretion of the individual and no one is required to 'prove' their gender to participate.

It's basically all about respect. Trans people do not want to receive special treatment but they do want to be treated with dignity by services that understand the issues associated with living a life with a trans identity and some of the specific challenges and issues encountered by trans people. For example, trans people's general health needs are the same as anyone else's. They can be diabetic, have dental problems, get stomach bugs, have high blood pressure, may need to see a podiatrist etc. However, there are additional health needs that may be linked directly to their trans identity such as mental health issues that have their roots in experiences of discrimination and transphobia.

It is also important to remember that some trans people experience mental ill health that is completely separate from their gender identity and should be treated as such.

### WHAT DOES SHEFFIELD UNITED COMMUNITY FOUNDATION DO TO BE TRANS INCLUSIVE?

- We are aware of local trans support services / support groups and referral pathways
- We will always use the name and title (e.g. Mr, Mrs, Ms, Mx etc.) and pronouns that the trans person has requested be used
- We welcome trans and non-binary people who wish to participate or work/volunteer with the Community Foundation
- We share our statement of inclusion publicly on our website and via social media throughout the year
- We promote trans and non-binary acceptance in sport and the community
- We issue regular reminders to our staff and volunteers about the importance of educating ourselves and each other about trans inclusion, and of speaking out in support of the trans and non-binary communities
- We ensure our resources are up to date and circulated frequently
- We have robust policies and procedures in place for dealing with unacceptable behaviour towards the trans and non-binary communities



- We apologise when we do things wrong and adapt our behaviour to address the problem

#### WHAT COUNTS AS UNACCEPTABLE BEHAVIOUR

- Activities such as questioning the right of trans and non-binary people to exist
- Gender gatekeeping (requiring trans people to “prove” their gender according to arbitrary standards that aren’t applied to cis people)
- Deadnaming or misgendering, and/or sharing defamatory/hateful/exclusionary posts on social media
- Do not comment on a trans person’s appearance or ‘passability’ unless they specifically ask for your opinion.
- Do not confuse being trans with sexual orientation. It is a gender issue. Trans people can be heterosexual, lesbian, gay, bisexual or asexual.
- Under the Gender Recognition Act it is illegal to disclose someone’s trans status without prior consent or to anyone who does not explicitly need this information.
- Remember that not all trans people are the same. Like everyone else, different trans people have different identities, experiences, needs, and interests.
- Your trans friends/colleagues are not mouthpieces for all trans people and it’s unfair to expect them to be your teacher. While someone might be happy to chat to you, it’s not their job to educate you on the spectrum of gender.

**Breaches of the Statement of Inclusion may be investigated under our Grievance Procedure.**

What can we do better? Please let us know at [enquiries@sufc-community.co.uk](mailto:enquiries@sufc-community.co.uk)

Resources

[The FA LGBT Football](#)

[The FA Trans People in Football Guidance](#)

[Trans Active](#)

[Stonewall](#)

[Living My Life](#)

Last updated

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