



MAKE SPORT EVERYONE'S GAME.

SPORTS TOOLKIT



RAINBOW LACES

www.stonewall.org.uk/sport



Stonewall
Acceptance without exception

Stonewall is a charity that campaigns in schools, workplaces and communities across Britain to ensure that all lesbian, gay, bi and trans people can be themselves and participate fully in society.

Rainbow Laces is our campaign to unite sport to make sure no lesbian, gay, bi or trans people feel excluded from taking part as a fan or teammate.

We would like to thank the following individuals who have supported the direction and development of the toolkit:

Sarah Gibson the first openly trans person to compete in the Boat Race for Cambridge University's Boat Club

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INTRODUCTION.

Grassroots and community sport at every level has so much to offer people of all backgrounds. That includes lesbian, gay, bi and trans (LGBT) people.

You'll find people in all sports who are out and open about their sexual orientation and gender identity. These individuals feel supported and at home in their team or club and never feel held back from taking part and winning. This is often down to the hard work of coaches, teammates, sports officials, organisers and leaders at different levels in sport across the UK and beyond.

However, many lesbian, gay, bi and trans people continue to feel (and expect) that sport, particularly team sport, may not welcome them. They often feel that it's best to keep that part of themselves private or worry that people might react badly if they are found out.

Gender stereotypes, bullying at school and a lack of visible LGBT role models create barriers which prevent young people and adults from being themselves and trying new activities. For many people these barriers can be most intense when taking part in sport, whether it's a school sports lesson or a university club.

Taking small steps can make a big difference to how welcome lots of individuals in sport feel. You have the power to influence your club, team and community for the better.

The principles in this toolkit apply to all sport. Whether you are a village club or a larger community sports organisation you can do this work without it taking up lots of time, and it can work for adults and young people, parents and volunteers.

With practical suggestions and activities to raise awareness and build understanding we hope you'll find this a useful way to make sure everyone can take part at all levels of sport as a coach, player or volunteer.

In the simplest terms, this is about you as an individual or club stepping up as an ally and supporter of everyone taking part in sport.
It's no more complicated than that.

Ensuring lesbian, gay and bi and trans people can take part in sport is about building awareness around key areas. For example what language is and isn't acceptable for staff and young people to use.

For trans people, there may be further considerations based on an individual's needs and your governing body's policy. But nothing should prevent all LGBT people from participating and being accepted in sport.

'My sport for me was somewhere I could break away from day-to-day school life. It allowed me the outlet I needed to truly express myself, do something I loved, and feel the support and acceptance of my team and peers. Coming out to my team mates and my competitors was undeniably daunting, but the love and support I received gave me the confidence to accept myself and be proud of who I am.'

Matt Lister, former Olympic canoeist for Team GB



WHY MAKE YOUR CLUB OR TEAM MORE INCLUSIVE?



There are plenty of reasons why being inclusive is a good thing.

1. PARTICIPATION

If people feel welcome and able to be themselves, they will have the energy and confidence to commit and keep coming back. This is true at all levels of sport across every age group. There's also a good chance they'll encourage friends and family to get involved.

This is particularly important for young people who might be questioning their sexual orientation or gender identity. These individuals will be looking for reassurance that they can continue to do the things they love and have the support, if necessary, from those around them including their teammates and coaches.

Being more inclusive will lead to a wider, more diverse membership, which could result in increased income, and a more sustainable club in the long term.

2. TALENT AND PERFORMANCE

Being good at something should have nothing to do with sexual orientation or gender identity. If you can show participants of all ages that you celebrate diversity in all its forms then you're more likely to build a supportive and high-performing team in all respects.

When people feel like they can be open with those around them they perform better and can stop wasting energy hiding who they are. Talented lesbian, gay, bi or trans role models can have a hugely positive influence on building acceptance in their sport and showing others that they can fulfil their potential while being themselves.

For young people who are questioning their sexual orientation or gender identity and those who may not yet be out to their parents or guardian, their sport and teammates can be an important escape. We will talk more about supporting LGBT young people later in the toolkit.

3. MEETING YOUR LEGAL RESPONSIBILITY

Performance and participation aside, taking action to be more inclusive is part of fulfilling your legal responsibility to others in sport.

As a club administrator or activity coordinator, you are legally obliged to protect against the discrimination and harassment of people on the protected characteristics of sexual orientation and gender reassignment.

For sports clubs, this means taking action to tackle any homophobic, biphobic or transphobic abuse and bullying. Equally, club policies should promote respect of lesbian, gay, bi and trans people, alongside race, faith or those who have a disability.

If you fail to tackle discrimination by your members or condone such actions by others, there is a risk of legal action against your club.

UNDER THE EQUALITY ACT 2010

Sexual orientation refers to a person's emotional, romantic and/or sexual attraction to another person.

Gender reassignment refers to anyone who is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning their sex by changing physiological or other attributes of sex. The law protects players, officials and coaches from discrimination and clubs should support anyone taking steps to 'reassign their sex' (or transition), whether those steps are 'social' (e.g. changing their name and pronoun, the way they look or dress) or 'medical' (e.g. hormone treatment, surgery).

The other characteristics protected under the Equality Act 2010 are age, disability, marriage and civil partnership, pregnancy and maternity, race, religion and belief, and sex.

LGBT. WHAT YOU NEED TO KNOW.



WHAT'S THE DIFFERENCE BETWEEN LESBIAN, GAY, BI AND TRANS?

Lesbian, gay, bi and trans (or LGBT) people are often talked about as one group. But there are important differences. The terms *lesbian, gay and bi* describe some people's 'sexual orientation'.

Sexual orientation is a person's emotional, romantic and/or sexual attraction to another person.

Lesbian refers to a woman who has an emotional, romantic and/or sexual attraction towards women.

Gay refers to a man who has an emotional, romantic and/or sexual attraction towards men. It is also a generic term for lesbian and gay sexuality, and some women identify as gay rather than lesbian.

Bi (or bi) refers to a person who has an emotional, romantic and/or sexual attraction towards more than one gender.

The term *trans* describes some people's 'gender identity'. We are assigned a sex at birth (male or female) but our gender identity is our internal sense of our gender (male, female, something else). Our gender identity may, or may not, sit comfortably with the sex we are assigned at birth.

Trans is a word that describes people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.

Trans woman describes someone who was assigned male at birth but whose gender identity is female

Trans man describes someone who was assigned female at birth but whose gender identity is male.

Non-binary is an umbrella term for a person whose gender identity does not fit naturally into the generic categories of male and female.

Pronouns are words we use to refer to people's gender in conversation. For example, 'he' or 'she'. Some people prefer gender neutral language like they/their or alternatively ze/zir.

Asking someone which pronouns they prefer helps you avoid making assumptions and potentially getting it wrong. It also gives the person the opportunity to tell you what they prefer. If you make a mistake, apologise, correct yourself and move on.

Lesbian, gay, bi and trans people use a variety of terms to describe their sexual orientation and gender identity, and the terms people use may change over time.

HOW MANY PEOPLE ARE LGBT?

The Government estimates 3.9 million people or 6% of the population identify as lesbian, gay or bi in the UK. It is estimated that 650,000 people, or 1% of the population identify as trans in Great Britain.

Lesbian, gay, bi and trans people come from all communities and backgrounds including people of different faiths, people with disabilities and people from a variety of ethnic backgrounds.

THE EXPERIENCES OF LGBT PEOPLE IN SPORT.

YOUNG PEOPLE

2/3
(68 per cent)

of lesbian, gay and bi school pupils say they don't like team sports (School Report 2012)

41%

of trans young people said that they would not join a sports club (Metro Youth Chances Survey, 2014)

ADULTS

4 in 10

gay and bi men and three in ten lesbian and bi women would expect to experience homophobia if they participated in a team sport while being open about their sexual orientation (Gay in Britain, 2013)

4x

Gay and bi men are less likely to take part in team sports than their heterosexual peers (Sport England, Active People Survey 2013)



'It's brilliant to see the Scottish Age Group Champs promoting #rainbowlaces this year. I'm wearing my laces with pride to show there's no room for homophobia in athletics – wear yours too!'
Eilidh Doyle,
Track and field athlete

WHAT'S THE PROBLEM?



There are common experiences that put lesbian, gay, bi and trans people off taking part in sport, or being open with others about their sexual orientation or gender identity.

Understanding these experiences help you to build a case for why inclusion matters and what this looks like at your club or in sport more widely.

SCHOOL

Lesbian, gay, bi and trans people's experiences at school, whether they are current or past, can have a big impact on someone's confidence and ability to be themselves in sport.

Stonewall's work in schools found that 98 per cent of young people report hearing homophobic phrases like 'that's so gay' while at school (The School Report, 2012). This can have a detrimental affect on young people and impacts not just lesbian, gay, bi or trans individuals, but also those who have family members who are LGBT. It includes any young person who is seen as 'different' because of how they look or dress, or what their interests are. Not challenging it sends the message to young people that it's not okay to be LGBT.

We encourage all teaching staff, including those who work in school sport, to take steps to challenge homophobic, biphobic and transphobic language.

HOMOPHOBIC, BIPHOBIC AND TRANSPHOBIC 'BANTER' IN SPORT

This is language that sends the message that being lesbian, gay, bi or trans is wrong, a joke, or something to be ashamed of. For example, on the pitch a comment like 'get up, you fairy' or 'stop being such a fag' when someone falls over. 'Banter' can also include stereotypes about LGBT people.

These can stop people being able to be themselves and can make them reluctant to be open with others. For example, women who play sports like rugby or football are put down for being unfeminine or are assumed to be lesbian or bi.

These are often linked to gender stereotypes about how a man or woman should look, behave, or excel in sport. Anyone who doesn't fit with these ideas is described as unmasculine or unfeminine (as above) and made to feel less confident about who they are.

All banter and stereotypes can stop LGBT people feeling able to be themselves and can make them reluctant to be open with others.

A LACK OF VISIBLE, HIGH-PROFILE LGBT ROLE MODELS IN SPORT

Football and rugby, tennis and athletics have very few openly lesbian, gay, bi or trans athletes. Without visible sports stars in the public eye, it can make it more difficult to challenge attitudes or stereotypes about LGBT people, and make those LGBT individuals feel less welcome or safe to be themselves.



HURTFUL LANGUAGE AND STEREOTYPES.



HOMOPHOBIC, BIPHOBIC AND TRANSPHOBIC 'BANTER' OR LANGUAGE ON THE SPORTS FIELD, CLUB HOUSE OR IN STADIUMS

What is it?

Homophobic, biphobic and transphobic language include jokes, 'banter' or abuse that is negative or disrespectful towards LGBT people. It can also be language that reinforces negative stereotypes. Anyone perceived to be 'different' can become a target of this language even if they aren't themselves lesbian, gay, bi or trans.

Homophobic language includes phrases like 'That's so gay' or 'you're so gay'; when people use gay to mean something's rubbish or bad. This also includes terms of abuse like 'faggot', 'fairy', 'poof', 'dyke' or 'lezza' intended to be offensive about gay men and lesbians.

Biphobic language is anything that is offensive or undermining of bisexuality. For example, calling someone 'greedy', saying 'they're going through a phase' or 'why can't they make their mind up and just come out as gay'.



Transphobic language and attitudes include using words like 'it' or 'he-she' about trans people; refusing to use the pronoun someone has asked you to use or their correct name in conversation to cause intentional hurt is transphobic; saying things like 'are you a man or a woman?' or 'you're not a real man/woman' as well as making inappropriate comments about a trans person's body, medical history or gender identity.

Homophobic, biphobic and transphobic language in sport is a problem because:

- It gives the impression that being lesbian, gay, bi or trans is wrong or shameful
- It often makes individuals uncomfortable, preventing them from being open about their sexual orientation or gender identity with teammates. This can negatively affect how people perform and reduce their involvement
- It can lead to more serious incidents of bullying and encourages prejudice against anyone who is seen as being 'different' or assumed to be LGBT

Key point: 'Banter' is harmful and always needs to be challenged.

STEREOTYPES ABOUT LESBIAN, GAY, BI AND TRANS PEOPLE IN SPORT

Stereotyping about sexual orientation, gender and gender identity affects who feels welcome in sport.

Often these stereotypes are about reinforcing what forms of masculinity or femininity are seen as acceptable, and and impacts people across sport, not just those who are LGBT.

Gender stereotypes reinforce prejudice towards anyone who behaves or expresses themselves outside of what's considered 'normal'.

An example of this is always dividing the a class or session along gender lines, or offering activities which are 'just for girls' or 'just for boys'. Using expressions like 'man up' or 'don't be such a girl' also reinforce stereotypes.

The idea of difference about lesbian, gay or bi individuals in sport often focus on how they don't fit traditional gender norms or gender roles in

society. For example, to be a 'real' man you are masculine and strong, and to be a 'real' woman you are feminine and emotional.

Examples include:

- Gay or bi men are effeminate, weak and hate sport
- Lesbians or bi women are masculine and are better at football and rugby
- Stereotypes about trans people in sport focus on the eligibility of individuals to compete
- Trans athletes have an unfair advantage and are cheating

Using stereotypes like these both prevent people from being themselves in sport and send the message that being lesbian, gay, bi or trans is unwelcome or abnormal.

THERE AREN'T ENOUGH SPORTSPEOPLE WHO ARE OPENLY LESBIAN, GAY, BI OR TRANS

Lesbian, gay, bi or trans young people and adults are unlikely to feel confident about being themselves if they can't see anyone else like them in sport.

There is a big media focus on sport like men's football and rugby because they are televised across world. In these sports, there is a real lack of visible gay and bi male professional players which shows there is work to be done to create the right environment for players to feel comfortable about coming out.

The stories of players and officials who do choose to come out are crucial for changing attitudes and challenging stereotypes. These examples can have a positive impact on young people and wider society. However, it should always be up to an individual to decide if and when they come out.

Anyone who works in sport can be part of making it a more welcoming environment for LGBT people. Positive stories about individuals coming out and being accepted by those around them can make a huge difference at all levels of sport.

SUPPORTING LGBT PEOPLE TO TAKE PART IN SPORT.



As a coach, volunteer or organiser you'll be used to involving and supporting lots of different people with different needs to take part in your sport or activity. Doing this for lesbian, gay, bi and trans people won't require lots of extra resource or time.

This section outlines a few common areas of support beyond making everyone feel welcome. It includes things like what to do if someone comes out to you, and how best to support trans people to take part.

COMING OUT

If someone at your club decides to tell their coach or teammates they are lesbian, gay, bi or trans it's usually an indication that they trust that person or team and feel confident you will respond appropriately. For a young person, it may be the first time they have discussed their sexual orientation or gender identity with someone.

Young people who are coming out might feel more anxious about how people around them are going to react, or that things will be different in their life as a result of being lesbian, gay, bi or trans.

We have tried to build a club which is focused on being a friendly and supportive place to play. The only thing we need from our players and members is that they love rugby, and want to be a part of our club.

Owain Davies

Chairman at New Cross RFC in Devon



If someone comes out to you it is important to reinforce that they can be themselves and encourage them to feel positive about who they are. You can do this by:

- Listening and reassuring them that their confidentiality will be respected
- Being positive and offering reassurance
- For young people, discussing how parents/carers might respond or be involved. Approaching someone's parents or carers should only be done with the young person's consent and never without their knowledge unless there is a real safeguarding risk (as outlined below)
- Letting them know where they can find helpful information (this can be found later under Further Resources)
- Discussing who they might be able to talk to at school/college, or externally for further support for further support

CONFIDENTIALITY AND SAFEGUARDING

All coaches and volunteers should be clear that being lesbian, gay, bi or trans does not constitute a safeguarding risk. Young people should be able to talk to staff or coaches in confidence as they are likely to see them as individuals who can offer support and guidance.

They might want to discuss:

- Uncertainty regarding their gender identity or sexual orientation
- Steps they have taken, or would like to take, as part of their transition
- Feelings towards, or a relationship with, someone of a similar age
- Chatting with other young people online on age-appropriate websites or as part of a youth group

However, if a young person is at risk of harm, you have an obligation to disclose. It may be a safeguarding risk if:

- They're experiencing abuse at home or are at risk of homelessness;
- They're self-harming or putting themselves at physical risk
- They're in a relationship or chatting online with someone considerably older
- Using dating apps intended for adults
- They go to pubs and clubs although they're under age

PARENTS AND CARERS

While many parents/carers will want the best for their children and want them to be happy, some will have worries about their child being lesbian, gay, bi or trans.

Not all young people will want their parents/carers to know they are lesbian, gay, bi or trans. Discussing this with parents/carers without the young person's consent would be a breach of confidentiality, but it is important to discuss with a young person whether they've told their parents/carers they are LGBT. They might be worried about their parents'/carers' response and this will affect how they feel about themselves. Their parents/carers may be concerned their child will be bullied or that they won't have the adult life they expected for them.

Where parents/carers are unsupportive, lesbian, gay, bi and trans young people will need support from others. Sports clubs as well as schools, charities and youth groups can play a vital role in providing this support. You can find specific groups to support parents and carers online or by contacting Stonewall's information service listed at the end of this toolkit.

SUPPORTING TRANS PARTICIPATION

In addition to the support described, someone coming out as trans or who is questioning their gender identity, may need some extra support.

Including trans people in sport is not something to be afraid of. Whether a young person or adult, trans people should be supported to take part and get the same benefits as everyone else.

In most situations, someone being trans won't mean anything needs to change at all. The goal should be a positive experience for everyone at your club or session so be clear on what you are doing to support trans inclusion from the outset.

The idea that you need to ask people to prove their gender when they join or start an activity is unnecessary, as well as off-putting for lots of trans people.

It is only in **gender-affected competitive activities** where some people's trans status may affect their inclusion. These are 'competitive activities where the physical strength, stamina or physique of average

persons of one sex would put them at a disadvantage compared to average persons of the other sex.' (The Gender Recognition Act 2004). If someone decides to tell you they are trans it should be treated as sensitive information. You should:

- Check what the policy of your governing body says about trans participation and follow what is outlined for young people and adults. If your governing body does not have its own guidance available then recommendations are available from the UK's *Sports Council Equality Group*.
- Talk this guidance through with the individual involved, listen to their needs and discuss how you can support them to participate at the club
- Allow the individual to use the changing room and toilet consistent with their gender identity, and if possible, provide a gender neutral or private cubicle to use if that's what they prefer.
- Check and agree with the individual how to communicate their preferred name and pronouns to others at your club. Even if not everyone gets it right straight away, it makes a big difference to that person and how comfortable they feel.
- When appropriate and with an individual's permission check-in with other club members or staff to keep them informed of any changes that they need to be aware of.
- At a leisure centre, be clear on agreed arrangements with the facility managers and brief any relevant staff members.
- If someone identifies as non-binary (they do not identify as male or female), support and encourage them to stay involved at the club in a way that is comfortable for them. They can take part in men's or women's competitions based on their physiology.



TOP TIPS

- Support someone's needs as they communicate them rather than the other way round. Treat them with respect and not as a problem to solve.
- Where there are restrictions on someone competing, they can still enjoy taking part in training and informal matches. Do your best to accommodate someone and make them feel welcome.
- Use gender neutral language as much as possible, especially when a non-binary person is taking part. Examples include encouraging your team by shouting 'Go *team name*' rather than 'Go girls/boys' and using the gender neutral pronoun 'they' in place of 'he/she'.
- Offer mixed gender sessions if you can. It's a good way to include those who feel uncomfortable in a single sex environment and challenge wider stereotypes and assumptions about gender.



"I wanted to take part in the boat race since I was a small kid and I was delighted when I got the chance.

The club and coaches were very supportive, I wouldn't have been able to enjoy it or reach my full potential without such an inclusive environment."

Sarah Gibson competed for Cambridge University Women's Boat Club in the 2015 BNY Melon Boat Races becoming the first openly trans person to compete in its 187 year history.

CREATING AN INCLUSIVE SPORTS CLUB.



CHALLENGE HOMOPHOBIC, BIPHOBIC AND TRANSPHOBIC LANGUAGE

Tackling homophobic, biphobic and transphobic language creates a better environment for everyone in sport.

Even if people say language is 'banter' or not meant offensively, words and phrases that use sexual orientation or gender identity as a joke need to be challenged consistently.

We have some useful tactics which will give everyone the confidence to challenge 'banter', explain why it matters and send a clear message that it's unwelcome and unacceptable.

'Key things to think about when challenging language:

For coaches and staff:

- Develop a set of responses to help challenge confidently and consistently.
- Consider different situations in which homophobic, biphobic and transphobic language is used. For example, when you're on the pitch, at training, in the changing room, and in a competitive situation to inform your responses.
- Ask club staff or coaches what they already do that works.
- Always respond to any reported incidents. Even if an incident may seem small, it is important to treat it seriously.
- Use Stonewall's NoBystanders campaign and pledge to take a stand against hateful language and abuse.

When incidents occur

It's best to challenge incidents as soon as they happen. Some good ways to do this are:

- Ask a question. 'What do you mean by that?' 'Can a football club really be gay?' 'Do you realise that what you've said is hurtful or unkind to LGBT people?' 'Do you understand why?'
- Talk about the personal impact and make it real. 'When you use that word it can make someone who is gay or has gay family members or friends feel uncomfortable and unwelcome.'
- Update your club's values so that you can refer to how discriminating or demeaning behaviour won't be tolerated or accepted.

Incidents involving opposition or people from outside of your club

If you can't challenge someone immediately or feel intimidated, it's a good idea to wait and approach their coach or manager. If an incident happens in a competitive situation, always present an official with a report. If you are not satisfied with the outcome, follow up with your league or local governing body.



We decided to wear a pride ribbon on our strip to show that we support all players who want to be part of our family. I hope that other rugby clubs around the country can create these inclusive places, and that our sport is one where individuals feel supported.

Owain Davies, Chairman at New Cross RFC in Devon

Make a nation-wide commitment to action

The support of individuals in a sports club for more inclusive practices and behaviour relies on everyone understanding their responsibility to act.

There are some different ways to get people involved and committed:

- Use part of a training session, your committee meeting or off-season periods to get the club on board.
- Position making your club welcoming to everyone as a key way of creating an overall positive atmosphere within the club.
- Build awareness of what the barriers are.

Use the examples below as potential talking points for a discussion. Think about how this can work with adults and young people.

- Common stereotypes in sport.
- Positive and negative words used to describe LGBT people.
- The message this sends out to different groups of people not just LGBT, but also women, disabled people, faith groups, people of different ethnicities, those who have experienced mental health issues.

Demonstrate that everyone is welcome:

- Create a club values statement which includes commitments on language, behaviour and creating a welcoming environment. You could use words like 'respect', 'honesty' and 'integrity' to connect to wider values in sport.
- Invite an influential sports person from the community to show their support for including everyone.
- Make an individual pledge on social media – photograph individuals with their message and encourage people to share it with their friends and family. It could be as simple as an A4 sheet with your statement on inclusion and its importance to each person.
- Think about the role of coaches, captains and volunteers as leaders in your sport. Coaches have a duty of care to those they are coaching and, alongside captains, they should be setting a positive example for everyone, while being approachable.



You could use Stonewall's poster campaign 'Some people are gay/lesbian/bi/trans: get over it!' – the posters are free to order from Stonewall or display on your website. It's an easy way to show you are supporting LGBT people taking part in sport.



RUN A CAMPAIGN TO SUPPORT LGBT INCLUSION IN SPORT.



Stonewall's Rainbow Laces campaign is an example of a campaign you could run at your club or school. It was created to give sportspeople a simple way to show their support for lesbian, gay, bi and trans people in sport by wearing rainbow coloured shoe laces.

Sports clubs and teams across the world have been getting involved to run the campaign in their sport or activity.

The campaign has been supported at the highest levels by Aviva Premiership Rugby and Premier League clubs including Arsenal and Manchester United. We've also seen grassroots support from clubs and sport across Great Britain.

If laces don't work for your sport, don't worry. You can use the idea in whatever way works for you. We have seen rainbow wellies, socks and grip tape.

USE THE RAINBOW LACES CAMPAIGN

1. Decide when you want to run the campaign. There are lots of days and months, like LGBT History Month and local Pride events, that you could link your campaign to for extra visibility. You could also link it into your own sporting calendar – for example, during a championship in which lots of clubs are coming together.
2. Decide what it is you want to do. A tournament or friendly match themed around Rainbow Laces gives the opportunity to talk about visibility in sport while also having fun.
3. Include a few key messages in whatever you are doing. You could ask an LGBT individual who is comfortable sharing their experiences to attend and provide personal insights.
4. Be a leader in your area. Share what you have learnt with others. Invite them to get involved and encourage them to step up to show support to LGBT people in sport.
5. Encourage people at your club to see themselves as allies in taking action for LGBT people. There is real power in highlighting those who are supportive and confident in being able to speak out about their support.
6. Fundraise for Stonewall. You could buy Rainbow Laces from us or collect donations at your event. Your support is vital to our work with individuals and clubs across sport and in schools.

KEY DATES FOR RUNNING LGBT AWARENESS EVENTS

Check the Rainbow Laces campaign page on Stonewall's website for other key campaign dates you can build activity around.

- LGBT History Month throughout February
- Trans Day of Visibility on 31 March
- International Day Against Homophobia, Biphobia and Transphobia on 17 May
- Pride season runs from May to September
- Bi-Visibility Day on 23 September
- Trans Day of Remembrance on 20 November

TOP 10 TIPS FOR INCLUSIVE SPORT.

1. Get support and involve senior coaches and managers.
2. Use gender neutral language and avoid stereotypes about what is masculine or feminine behaviour.
3. Always challenge language, behaviour or 'banter' that is offensive to lesbian, gay, bi and trans people.
4. Make sure it's as unacceptable as other types of behaviour, like racism or religious intolerance, and communicate this to members and parents.
5. Be approachable as a club and make the effort to find out more about local organisations and groups that offer support to LGBT young people or adults.
6. Challenge positively. Use questions and explain why and how someone's words and actions have an impact.
7. Work with club members to create a set of values that includes respect for everyone.
8. Make LGBT issues more visible – use Stonewall's posters and run campaigns like Rainbow Laces.
9. Offer mixed teams and exercises where possible.
10. Be confident and positive about making sport open to everyone – mistakes may be made along the way, but remember you're going in the right direction.

Hockey has given us the opportunity to make lifelong friends, develop as people and find a place we feel we truly belong. Even though you might move clubs or change teams you will always share a special bond with your teammates that will last you a lifetime.
Kate and Helen Richardson-Walsh, England Hockey



FURTHER RESOURCES AND SUPPORT.



STONEWALL RESEARCH AND RESOURCES

Coming out guide

Ten steps to tackling homophobic, biphobic and transphobic language in your school

Some people are gay/lesbian/bi/trans posters campaign

NoBystanders campaign and Rainbow Laces



Some People Are... Campaign



NoBystanders Campaign



Rainbow Laces Campaign

OTHER ORGANISATIONS AND RESOURCES WHO CAN HELP

Gendered Intelligence | Training and support on trans issues, including specialist support for young trans people aged 8 - 25 years old

The FA | The FA policy, guidance and a video on trans inclusion has some useful messages and perspectives from trans people themselves

Sports Council Equality Group | Guidance and support on equality standards in sport

LGBT Sport Cymru | LGBT sport, resources and clubs in Wales

Leap Sports Scotland | Sporting opportunities and clubs in Scotland

Pride Sports | Resources and support for LGBT sports development and equality

Equality Network Scotland | Working for LGBT inclusion in sport in Scotland

Scottish Transgender Alliance | Working for and supporting trans equality Scotland

NOTES.



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