

LTA TRANSGENDER AND
NON-BINARY INDIVIDUALS POLICY:

GUIDANCE FOR PLAYERS

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SUMMARY

This guidance has been written to help inform you about what the LTA's Transgender and Non-Binary Individuals Policy means for you as a player, what the rules are and what your responsibilities are in complying with them. This summary provides only very basic headline information and so you must read the Policy, and this guidance document, in full in order to understand the rules around eligibility for competition.

Why are we changing the Policy?

We have a dual responsibility: to preserve the integrity and fairness of competitive tennis, and to ensure that tennis remains as inclusive and welcoming as possible for everyone. Tennis is a gender-affected sport – the average man has a physical performance advantage when playing against the average woman. The majority of currently available research says that some of this advantage is retained in transgender women or non-binary individuals of male sex at birth, making competition potentially unfair for biological women. We also need to be aware of, and compliant with, legal developments including the Equality and Human Rights Commission's ("EHRC") recent [Code of Practice](#), which states that sex categorisation in competitive sport should be on the basis of biological sex.

What are we doing?

In line with the requirements of the EHRC's Code of Practice, we are amending our Policy to restrict transgender women and non-binary individuals of male sex at birth from playing in the women's category in all **Structured Competition**.

Structured Competition means all organised competition which is sex-categorised and from which there is a consequence, such as progressing to a next round, determining a place in a league or ladder, or contributing to the players' ratings. This will apply to competitions ranging from National Championships through to competition structures run within venues, such as club championships. For all Structured Competition, eligibility for each competition category in all forms of tennis and padel, and including disability competitions, and in all age groups is:

Gender	Men's Competition Category in Structured Competitions	Women's Competition Category in Structured Competitions
Transgender woman	Yes	No
Transgender man	No	Yes – provided gender-affirming hormone treatment not started
Cis-gender woman	No	Yes
Cis-gender man	Yes	No
Non-binary individual of female sex at birth	No	Yes – provided gender-affirming hormone treatment not started
Non-binary individual of male sex at birth	Yes	No

Other Play is any form of play which is not Structured Competition. In Other Play, where there is either no sex categorisation (e.g. where the competition is explicitly open for either sex to play in) or no consequence of play (e.g. a friendly game played by choice between friends), there are no restrictions on the participation of transgender men or transgender women, or non-binary individuals.

Use of changing rooms

Given each venue will be different, it is not possible for us to provide one-size-fits-all guidance. However, the EHRC's Code of Practice is clear that the starting point for venues is that single sex spaces, which include changing rooms and toilets, should be used on the basis of biological sex. Venues should consult the Code of Practice in making decisions in relation to changing room provision.

INTRODUCTION

This guidance is intended to help players understand the LTA Transgender and Non-Binary Individuals Policy [include link] appropriately and must be read alongside the Policy. If you are responsible for an LTA Registered Venue/an Accredited Coach or a Licensed Official you can find specific guidance for you here: [insert links].

In developing the Policy, we have worked within the legal framework of the Equality Act 2010 and the EHRC's Code of Practice on the interpretation of the Act, while balancing two potentially conflicting responsibilities as the governing body for tennis and padel. We have a responsibility to ensure competition in our sport is fair and a responsibility to ensure tennis and padel are welcoming and inclusive for everyone. The Policy seeks to ensure that tennis and padel are fully compliant with the law, while encouraging everyone in tennis and padel always to make every effort to ensure that everyone feels welcome and that they belong in our sport.

Language and terminology

Language matters. The words we use can have a significant impact on those around us, and it is therefore important that we all strive to use language which is inclusive and respectful for all. We also know that sometimes it can be worrying for people who may be unsure of the right language to use and are concerned about inadvertently saying something which might negatively affect someone else. As a result, we have produced a short video around inclusive language which you can find on the Inclusion section of our website, [here](#).

As a minimum, it is important to understand the meaning of certain terms in order to apply the Policy appropriately:

- **TRANSGENDER** – this is an umbrella term to describe people whose gender identity is different from, or does not sit comfortably with, their sex at birth. “Trans” is often used simply as shorthand for transgender.
- **TRANSITION** – every person's transition is different; it is the process which some people, whose gender identity and sex at birth do not match, go through to align their life and/or physical identity to match their gender identity. This can include different steps such as social transition (e.g. changing the name or pronouns they wish to be known by), medical transition (e.g. taking medical steps such as hormone therapy), or legal transition (e.g. changing their name, gender and/or sex on legal documents).
- **NON-BINARY INDIVIDUAL** – someone whose gender identity does not sit comfortably as ‘female’ or ‘male’. Non-binary identities are varied and can include people who identify with some aspects of male and/or female identities, while others reject binary identities entirely.
- **TRANSGENDER WOMAN** – refers to an individual of male sex at birth who has a female gender identity.
- **TRANSGENDER MAN** – refers to an individual of female sex at birth who has a male gender identity.
- **CISGENDER WOMAN** – refers to an individual of female sex at birth who has a female gender identity.
- **CISGENDER MAN** – refers to an individual of male sex at birth who has a male gender identity.
- **BIOLOGICAL SEX** – refers to an individual's status as a man or a woman based on biological (in particular chromosomal, gonadal, and hormonal) sex characteristics, which are dichotomous.

A more complete list of terms which you might hear used when talking about the Policy and more generally around inclusion is included at the end of this guidance.

Why have we changed our policy?

The Policy was first introduced in January 2025 and it was based upon various factors including our responsibilities as a governing body, the applicable legal framework, consultation with those affected, the available science and research and, in particular, the guidance from the Sports Councils' Equality Group to Governing Bodies.

When we published it, we committed to keeping the Policy under review in the light of emerging scientific developments or regulatory changes. The Equality and Human Rights Commission has since published a new Code

of Practice, addressing matters including competitive sport and use of changing facilities. This update to our Policy and accompanying Guidance reflects the content of the new Code of Practice.

Who does the policy apply to?

The Policy applies to all individuals at LTA Registered Venues or taking part in LTA Sanctioned Competition. While it contains provisions which apply specifically to transgender and non-binary players, it also places responsibility on all participants, as well as those who run LTA Registered Venues, to help foster a fair and inclusive environment for all.

When does the Policy apply from?

The original version of the Policy has been effective since the 1st January 2025. The updated version of the Policy will come into effect on the 1st September 2026.

How does the Policy divide participation?

The Policy divides participation into two types:

Structured Competition

This is where players take part in organised competitions with sex-based categories (i.e. a men's and a women's competition which are separate) of any Grade, from National Championships down to a competition in a venue just for members, and where there is some form of consequence to winning or losing, e.g:

- progression through to the next round of a competition;
- determining the player's place in a ladder or league structure; or
- contributing towards the player's ratings.

These are competitions where there will usually be some form of independent draw, meaning, that players do not have choice over who they play against. In these competitions, the Policy places restrictions on the eligibility of transgender and non-binary individuals, in particular preventing them from competing in any category other than the one that corresponds with their biological sex.

Other Play

This is any form of play which is not **Structured Competition**.

This might include playing points, games or sets against friends, or a competition where there are no sex-based categories, which is based upon level of play and which is designated as 'open' to everyone.

For clarity – where LTA Local Tennis Leagues are open to both sexes, they fall into **Other Play**, but where they have been set up as women only, they are **Structured Competition** and subject to the restrictions set out below.

I am a trans woman – what competitions can I play in?

The revised policy sets out that the women's category in all **Structured Competition** is only open to those who were of female sex at birth.

If you are a trans woman, you will not be able to compete in the women's category in any organised competition which is categorised by sex (i.e. where there are men's/boys' and women's/girls' categories). This now applies both to competitions organised externally to a venue and those organised purely for members of that venue.

You will be eligible to play in the men's category or in an "open category" where one has been used.

I am a trans man – what competitions can I play in?

The revised policy sets out that the men's category in all Structured Competition is only open to those who were of male sex at birth.

If you are a trans man, you will not be able to compete in the men's category in any organised competition which is categorised by sex (i.e. where there are men's/boys' and women's/girls' categories). This now applies both to

competitions organised externally to a venue and those organised purely for members of that venue.

You will be eligible to play in the women's category (provided you have not commenced gender-affirming hormone treatment – you will need to provide a doctor's note to confirm that this is the case, see further below for the mechanism for doing so) or in an "open category" where one has been used.

I am non-binary – what competitions can I play in?

If you identify as non-binary but want to compete in binary categorised competition, e.g. women's/men's singles, you will need to select which competition sex category you wish to play in. The same rules will then apply as for other individuals playing, i.e. if the category you wish to play in is the same as your sex at birth there will generally be no restrictions on competing in that category. If it is different, the same restrictions as for a trans man or trans woman will apply.

What are the rules around Other Play?

The amended Policy separates out this type of play, where either there are no sex-based competition categories (for example, where a competition has been organised on the basis of level-based play) or where it is informal play where there is no consequence to the outcome (for example where four friends arrange to play a game together). In these circumstances, there are no restrictions on transgender and non-binary players based on biological sex or gender identity – they may participate freely.

Other products and programmes

We want all other LTA products and programmes to be delivered as inclusively for all as possible. In particular, the LTA encourages individuals of all gender identities to become involved in tennis and padel coaching, officiating, administration and/or other activities, and to contact us for more information about the potential for financial support to begin your coaching journey, to improve representation within the on-court workforce. This support is based around enabling people from all under-represented groups to become more involved in the game.

When delivering non-competitive LTA products or programmes, we would encourage all venues and coaches to think about how to make their provision as inclusive for everybody as possible. If a session is categorised by sex, e.g. a "women's cardio tennis session", then it will need to be single-sex based upon participants' biological sex, i.e. if you are a trans woman, you will not be able to participate. Where venues or coaches feel that this is a necessary part of their programme, we would strongly encourage them to consider also putting on sessions which are not categorised by sex.

What should I do if I experience trans or non-binary-phobic behaviour?

Everyone has the right to be treated with respect, in particular at any LTA Registered Venue or when taking part in LTA Sanctioned activity. The LTA operates a zero-tolerance approach to such behaviour and so should all LTA Registered Venues, Accredited Coaches and Licensed Officials.

If you experience any such behaviour at a Registered Venue, you should report it immediately in line with that Venue's published complaints policy. Such conduct towards someone because of their disability, transgender-identity, race, religion or belief, or sexual orientation may also be considered hate crime and should be reported to the police. Further information on how to do this can be found [here](#).

How do I inform the LTA that I am planning to transition or have transitioned?

We want to ensure that the process of moving to a new LTA Advantage account when you transition is as easy as reasonably possible. We are also committed to ensuring that your personal data is treated with appropriate confidentiality. If you wish to compete in LTA Sanctioned Competitions or ones organised using LTA Competition Tools, you will be required to provide your gender and sex at birth in order to determine which competitions you are eligible for on the system. In addition, as referenced above, the Policy requires all trans males who wish to take part

in the women's category in Specified Competitions to provide us with a doctor's note confirming that you have not begun gender-affirming hormone treatment.

You can contact us [here](#) and we will help you through the process.

What should I do if I have never had an LTA Advantage account before?

If you are a trans or non-binary individual and you have never held an LTA Advantage account before, then you can sign up and create one in exactly the same way as a cis-gender member. You will be asked for your gender identity initially. If you then choose at any point in time to enter an LTA Sanctioned Competition which is managed through our online competition management system, you will be asked if your gender matches your sex assigned at birth. That combination of information will then determine which competitions you are eligible to enter.

Will I be able to keep my World Tennis Number?

Yes, because your World Tennis Number (WTN) is designed to enable level based play it is not affected by your gender or sex at birth. As part of the process of creating a new account when you transition, we will transfer across your WTN.

What does it mean for me if I am, or want to be, a performance player or represent Great Britain?

The Policy applies to LTA Sanctioned Competitions and so any competitions which are sanctioned by an international body – either World Tennis, the Women's Tennis Association, the Association of Tennis Professionals or the International Padel Federation – will be governed by their eligibility rules.

For the same reasons as apply for Structured Competitions, we will not be selecting individuals who were not female at birth for either our Performance Pathway support or to represent Great Britain in the women's category. Trans and non-binary performance players are welcome to use the facilities at the National Tennis Centre under the same policy criteria as cis-gender players, subject to rules around use of changing facilities etc.

Use of changing facilities and toilets

We know this can be incredibly important for users of all genders. All users of changing spaces and facilities should feel comfortable and secure, and that their dignity is recognised and protected, and the LTA recognises that some users may not feel so in the presence of individuals of the opposite biological sex and/or gender identity.

Given the significant differences between the many types of Registered Venue, and what facilities they already have in place, it is not possible for us as a governing body to provide direction or advice to all Registered Venues as to how best to provide changing and toilet facilities in a way which is inclusive for all members, players and visitors. Each Registered Venue will need to consider this independently.

Through their [Code of Practice](#), the Equality and Human Rights Commission has provided guidance on interpreting the Equality Act 2010 in relation to single sex spaces, such as separate men's and women's changing rooms.

The EHRC has made it clear that use of sex-categorised spaces (e.g. a "Ladies' Changing Room") must be on the basis of biological sex. This means that transgender women and non-binary individuals of male sex at birth should not use changing spaces/toilets categorised as for women, and transgender men and non-binary individuals of female sex at birth should not use changing spaces/toilets categorised as for men.

Venues must also consider, though, how best to provide for transgender and non-binary users in a way which is non-discriminatory and which maintains their dignity. Where possible, this should include providing additional private facilities, maintained to the same standard as those categorised by sex, so that transgender and non-binary individuals have access to appropriate provision. Where this is not possible, venues should seek to have open, respectful and compassionate conversations with transgender and non-binary members to discuss what is practical and achievable, for example, agreeing timed slots in the changing facilities, in the same way as a venue would where there is a possibility of children and adults having to use the same facilities at similar times.

Compliance with this policy

All players are required to comply with the provisions of the Policy. Any breach of the Policy will be a breach of the LTA Code of Conduct and will be dealt with as such. However, under no circumstances should a player raise with another player any suspected breach of the policy by that player. Any concerns should be raised with the LTA. This can be done here. We would expect any player to do so in a respectful way and with reference to evidence to support their belief. It will then be for the LTA to decide whether any further action needs to be taken. In accordance with the Policy, any information they provide to the LTA for consideration under the Policy must be accurate, complete, and not misleading; and the person must not provide any information in bad faith, to harass, stigmatise or otherwise injure another person, or for any other improper purpose. Any issues in relation to Structured Competition should be dealt with by the competition organiser or LTA Registered Venue as appropriate, in the first instance.

APPENDIX A – USE OF LANGUAGE

As referenced above, language matters. It is useful to educate yourself, where necessary, on the following terms which might help in having inclusive conversations on this topic. Some terms are included here not because they are directly relevant to Transgender and Non-Binary people but to help differentiate for those with less understanding or lived experience of trans and non-binary people:

SEX OR BIOLOGICAL SEX

this refers to an individual's status as a man or a woman based on biological (in particular chromosomal, gonadal, and hormonal) sex characteristics, which are dichotomous. Note: intersex is a separate term and is defined below, and an individual's legal sex may not be the same as their biological sex.

GENDER IDENTITY

this refers to an individual's self-identified gender. This may be the same as or different to an individual's biological sex. Gender identity is not binary and can exist across a broad spectrum. A person may identify at any point on this spectrum or outside it entirely, including as transgender, non-binary, gender fluid or gender-neutral.

TRANSGENDER

refers to an individual whose gender identity is different from their sex at birth, whether or not they have commenced or undergone any form of medical transition. "Trans" is often used as shorthand for transgender.

Non-binary individual – refers to individuals whose gender identity does not sit comfortably as 'male' or 'female'. Non-binary identities are varied. Some individuals identify with some aspects of binary male and/or female identities, while others reject them entirely.

TRANSGENDER WOMAN

an individual of male sex at birth who has a female gender identity.

TRANSGENDER MAN

an individual of female sex at birth who has a male gender identity.

INTERSEX

is a general term used for a variety of conditions in which a person is born with a reproductive or sexual anatomy which does not fit the typical definitions of female or male. For example, a person might be born with female typical appearance on the outside but having mostly male typical anatomy on the inside. For the purposes of the LTA Policy, biological sex is treated as dichotomous (male or female).

CIS-GENDER

a term describing an individual whose gender identity is the same as their biological sex. For example, a cisgender woman is an individual of female sex at birth who has a female gender identity, and a cisgender man is an individual of male sex at birth who has a male gender identity.

TRANSITION

every person's transition is different; it is the process that some people, whose gender identity and sex at birth do not match, go through to align their life and/or physical identity with their gender identity. This can include different steps such as social transition (e.g. changing the name or pronouns they wish to be known by), medical transition (e.g. taking medical steps such as hormone therapy), or legal transition (e.g. changing their name, gender and/or sex on legal documents).

GENDER DYSPHORIA

this describes a sense of unease or distress that a person may have because of a mismatch between their biological sex and their gender identity.

GENDER AFFIRMING HORMONE TREATMENT

this is hormone therapy, such as the taking of testosterone or oestrogen supplements, to help better align a person's body/physical appearance with their gender identity.

GENDER REASSIGNMENT

is where a person undergoes or proposes to undergo, a process for the purposes of reassigning their sex.

GENDER RECOGNITION CERTIFICATE (GRC)

this is a legal document issued under the Gender Recognition Act 2004 that a person can apply for in order to have their acquired gender legally recognised in the UK. A GRC changes a person's legal sex for most legal purposes. Obtaining a GRC is not a requirement for participation in tennis under this Policy, which is based on biological sex rather than legal sex.

GENDER PRONOUNS / PERSONAL PRONOUNS

personal pronouns are words we use every day to refer to ourselves or others (for example, she/her, he/him, or they/them). Pronouns can be an important way for a person to express their gender identity and should be respected and used appropriately when referring to that person.

DISCRIMINATION

there are different types of discrimination:

- Direct discrimination – this is when you are treated worse than another person or other people because: you have a protected characteristic (including sex and gender reassignment); someone thinks you have that protected characteristic; or you are connected to someone with that characteristic.
- Indirect discrimination – this happens when there is a policy which applies in the same way for everybody but which disadvantages a group of people who share a protected characteristic.

TRANSPHOBIA

this is intolerance of gender diversity or fear, dislike or prejudice against someone on the basis that they are transgender.

DEAD NAMING

this is the act of referring to a transgender person, whether intentionally or not, by the name they used prior to transitioning. This can be deeply hurtful and should be avoided.

SEXUAL ORIENTATION

this is about who you are attracted to and want to have romantic or sexual relationships with. This includes gay, lesbian, heterosexual, bisexual and asexual, as well as other orientations.

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