

LTA TRANSGENDER AND NON-BINARY INDIVIDUALS POLICY

VERSION 2

Approved and adopted by board of Lawn Tennis Association Limited on:
15th July 2026

Effective from: 1st September 2026

LTA TRANSGENDER AND NON-BINARY INDIVIDUALS POLICY

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INTRODUCTION

1. This is the LTA's Transgender and Non-Binary Individuals Policy ("**Policy**"), as referred to in LTA Competition Regulation 8.1. Generally, a Player of male sex at birth will be eligible to compete in the men's competition category (and as the man in a mixed doubles team), and a Player of female sex at birth will be eligible to compete in the women's competition category (and as the woman in a mixed doubles team). This Policy sets out the eligibility of a transgender or non-binary Player to compete in the women's competition category and/or the men's competition category and/or any mixed doubles competition.

Explanatory note: Further information and guidance for stakeholders in relation to the Policy is available at www.lta.org.uk/transgender-and-non-binary-policy/.

CONTEXT

2. The LTA first developed this Policy in the context of the Sports Councils' Equality Group's '*Guidance for Transgender Inclusion in Domestic Sport*', and revised it following the Supreme Court's judgment in the *For Women (Scotland)* case and publication of the Equality and Human Rights Commission's '*Statutory Code of Practice: Services, public functions and associations*'. This Policy seeks to balance the conflicting rights and interests of various groups, in particular cisgender women and transgender women, and is informed by the law and available scientific evidence. The LTA reserves the right to amend this Policy from time to time.
3. For the purposes of the Equality Act 2010, tennis is a gender-affected activity of a competitive nature where the physical strength, stamina or physique of average women puts them at a disadvantage compared to average men. Accordingly, the law permits sports' governing bodies (1) to organise separate sporting competitions for men and women based on biological sex, and (2) to impose restrictions on the eligibility of transgender and non-binary Players to participate in sport if such restrictions are necessary to secure (A) the safety of competitors, and/or (B) fair competition.
4. The science is clear that there is a significant difference in sport performance between biological men and biological women, and the performance difference is driven primarily by higher circulating testosterone in biological men. That significant sex difference in sport performance is the reason a separate women's competition category is necessary. In tennis, the sex performance difference arises from – among other things – differences in strength, power, and endurance, and also from anatomical differences between men and women (men on average have larger musculoskeletal frames including longer limbs to lever, generating greater power of shot). While gender-affirming hormone treatment for transgender women (i.e. suppression of high circulating testosterone levels in the men's range to levels in the women's range) reduces to some degree muscle mass and strength and other physical attributes that contribute to sport performance, the significant sex difference is not eliminated (and residual performance advantages of men's biology remain).

AIM OF THE POLICY

5. This Policy is intended to facilitate the provision of opportunities for transgender and non-binary Players to participate in a safe and supportive environment that is free from harassment and abuse, while also seeking to maintain fair and meaningful competition conditions for Players. If circumstances arise in the application of this Policy that the LTA (in its absolute discretion) determines either are not foreseen in this Policy or give rise to exceptional unfairness, then the LTA may (in its absolute discretion) address them in a manner that protects and advances these imperatives.

SCOPE AND EFFECTIVE DATE

6. This version of the Policy will come into full force and effect on 1 September 2026 (the “**Effective Date**”), replacing the version of the Policy that was in force prior to the Effective Date. This version of the Policy will apply to cases arising on or after the Effective Date.
7. This Policy primarily concerns eligibility for Structured Competition and Other Play under the LTA’s jurisdiction. The eligibility of transgender or non-binary Players to compete in competitions that are not Structured Competitions or Other Play under the LTA’s jurisdiction will be governed by the policy of (as applicable) the international sanctioning body (for example, World Tennis, or the Women’s Tennis Association) or relevant competition organiser.
8. Subject to LTA Competition Regulation 9.1, which permits competition between boys and girls in 8U, 9U and 10U events, this Policy applies to all competition age groups.

DEFINITIONS AND USE OF LANGUAGE

9. This Policy distinguishes between biological sex and gender identity, and between biological women and biological men, solely to ensure that the Policy is clear and has its intended effect. There is no intent to disrespect or question the gender identity or the dignity of any individual. In this Policy:
 - 9.1 “**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;
 - 9.2 “**gender identity**” refers to an individual’s self-identified gender. This may be the same as or different to the individual’s biological sex;
 - 9.3 “**transgender**” refers to an individual whose gender identity is different from their sex at birth (whether or not they have commenced and/or undergone any form of medical transition);
 - 9.4 “**transgender woman**” refers to an individual of male sex at birth who has a female gender identity;
 - 9.5 “**cisgender woman**” refers to an individual of female sex at birth who has a female gender identity;
 - 9.6 “**transgender man**” refers to an individual of female sex at birth who has a male gender identity;
 - 9.7 “**cisgender man**” refers to an individual of male sex at birth who has a male gender identity;
 - 9.8 “**non-binary**” 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 male and/or female identities, and other individuals reject binary identities entirely;
 - 9.9 “**Organiser**” means the person or persons administering and/or organising any form of Structured Competition or Other Play; and
 - 9.10 “**Player**” means an individual player of the Game (as defined in the LTA’s Articles of Association, as amended from time to time).
10. This Policy distinguishes between – and contains different eligibility criteria for – Structured Competition and Other Play:
 - 10.1 “**Structured Competition**” refers to any competitive single-sex (i.e. men’s or women’s) match or play where the outcome is recorded for the purposes of determining a particular consequence of the match or play, including without limitation (i) determining the progression of Players through to the next round or winning of a competition, or (ii) determining the position of Players in any form of league, ladder or other points-based structure, or (iii) where the outcome of the match or play contributes towards the Players’ ratings.

Explanatory note: Most playing activity within the LTA's jurisdiction is Structured Competition, including all single-sex competitions at Grade 1 to Grade 6. If a match or play at Grade 7 or below meets the definition of Structured Competition then it will be Structured Competition. Single-sex competition in a Local Tennis League is Structured Competition.

10.2 “**Other Play**” refers to any form of play other than Structured Competition.

Explanatory note: Other Play will include points, games, sets and/or matches played between Players of any sex or gender identity where the outcome is not recorded with a structured consequence (in contrast to Structured Competition). Other Play will also include non-single-sex matches or play in a Local Tennis League, and participation in a non-single-sex tournament (i.e. a tournament that is open to all, irrespective of sex or gender identity).

11. Other capitalised terms used in this Policy will have the meanings given to them in Appendix One, and the explanatory notes in the Policy will be used to interpret the Policy.

ELIGIBILITY TO COMPETE IN STRUCTURED COMPETITIONS

12. Paragraph 14 sets out who is eligible to compete (i.e. subject to this Policy, who may choose to compete) in the women's competition category of Structured Competitions, and paragraph 15 sets out who is eligible to compete (i.e. subject to this Policy, who may choose to compete) in the men's competition category of Structured Competition.
13. In all cases, eligibility for the women's and/or men's competition category in Structured Competition is subject to compliance with the requirements of this Policy, as applicable, including the process for LTA approval of eligibility set out at paragraphs 17 and 18.
14. The following Players are eligible to compete in the women's competition category (and as the woman in a mixed doubles team) in Structured Competitions:
 - 14.1 cisgender women.
 - 14.2 transgender men who have never commenced gender-affirming hormone treatment (i.e. exogenous administration of testosterone).
 - 14.3 non-binary individuals of female sex at birth who have never commenced gender-affirming hormone treatment (i.e. exogenous administration of testosterone).

Explanatory note: For the avoidance of doubt, transgender women and non-binary individuals of male sex at birth (in each case irrespective of any gender-affirming hormone treatment commenced, i.e. suppression of testosterone) are ineligible to compete in the women's competition category (and as the woman in a mixed doubles team) in Structured Competitions.

15. The following Players are eligible to compete in the men's competition category (and as the man in a mixed doubles team) in Structured Competitions:
 - 15.1 cisgender men.
 - 15.2 transgender women (irrespective of any gender-affirming hormone treatment commenced, i.e. suppression of testosterone).
 - 15.3 non-binary individuals of male sex at birth (irrespective of any gender-affirming hormone treatment commenced, i.e. suppression of testosterone).

PROCESS TO OBTAIN LTA APPROVAL OF ELIGIBILITY TO COMPETE IN STRUCTURED COMPETITIONS

16. Paragraph 17 sets out the process by which a transgender or non-binary Player may – where necessary – obtain LTA approval of eligibility to compete in the appropriate competition category in Structured Competitions. Paragraph 17.2 sets out the requirements and process by which a transgender man or a non-binary Player of female sex at birth (in either case, who has never commenced gender-affirming hormone treatment (i.e. exogenous administration of testosterone)) may apply for LTA approval of eligibility to compete in the women's competition category in Structured Competitions.
17. Anyone who wishes to compete in Structured Competition where the Organiser is the LTA or where the Organiser is using LTA products and membership data to administer the competition will be asked via forms on the LTA website to specify their gender identity and their sex at birth. Subject always to the eligibility requirements of paragraphs 14 and 15:
 - 17.1 If a transgender woman or a non-binary individual of male sex at birth wishes to compete in the men's competition category, they may do so without further notice to the LTA.
 - 17.2 If a transgender man or a non-binary individual of female sex at birth wishes to compete in the women's competition category, they will be asked via forms on the LTA website whether or not they have ever commenced gender-affirming hormone treatment (i.e. exogenous administration of testosterone). If they state that they have not, they will be asked for evidence (i.e. medical records) to demonstrate that to the satisfaction of the LTA (in its absolute discretion).
 - 17.2.1. The LTA will review the application and may request (and the Player must provide) information or documents to demonstrate the Player's satisfaction of the applicable eligibility conditions for the women's competition category. The Player is responsible for ensuring that the information provided is accurate, complete and not misleading, and that nothing relevant to the LTA's assessment of the application is withheld.
 - 17.2.2. The application (and any required information and documents) must be provided to the LTA at least fifteen business days before the entry deadline for the first Structured Competition in which the Player wishes to compete.
 - 17.2.3. Unless and until the application is granted by the LTA (in its absolute discretion), the applicant Player will not be eligible to compete in the women's competition category.
18. The eligibility requirements for transgender and non-binary Players to compete in LTA Sanctioned Competitions operate without prejudice to the other requirements in the LTA Code of Conduct, LTA Disciplinary Code, LTA Competition Regulations, or other LTA rules or policies that are applicable to all Players. In particular, nothing in this Policy permits, excuses or justifies non-compliance with any of the requirements of the LTA's anti-doping regulations (forming part of the LTA Disciplinary Code), including the requirement to obtain a therapeutic use exemption before using any substance – including testosterone or testosterone-suppressing substances (such as but not limited to spironolactone or GnRH agonists) – that is included on the World Anti-Doping Agency's list of prohibited substances, as in force from time to time.

Explanatory note: For more information, see the World Anti-Doping Agency's Transgender Athletes TUE Physician Guidelines, available at www.wada-ama.org.

ELIGIBILITY TO PARTICIPATE IN OTHER PLAY

19. All Players, irrespective of biological sex or gender identity, may participate in Other Play (except where the form of Other Play is designated by the Organiser as a service, session or other offering for Players of one sex, in which case eligibility for such service, session or other offering must be based on biological sex).

Explanatory note: *Nothing in this paragraph 19 prevents an Organiser from designating a particular service, session or other offering for Players of one sex in accordance with applicable law.*

20. The Organiser of an Other Play activity or tournament at Grade 7 or below may (in its absolute discretion) designate the Other Play activity or tournament as open to all participants, irrespective of biological sex or gender identity.

Explanatory note: *Structured Competitions are organised into ‘men’s’ and ‘women’s’ competition categories for historical, regulatory, legal and administrative reasons. An Organiser for a less formal Other Play activity or tournament may choose to designate the Other Play activity or tournament as open to all participants, irrespective of sex or gender identity, in order to provide more inclusive opportunities for play for transgender and non-binary Players.*

21. Responsibility for any decision regarding eligibility criteria and/or player eligibility in respect of an Other Play activity or tournament that is made by an Organiser that is not the LTA or an LTA Group company is entirely a matter for that Organiser (and not a matter for the LTA).

INTERNATIONAL, TEAM AND LTA PERFORMANCE PATHWAY SELECTION

22. Where the LTA (or any member of the LTA Group) is responsible for selection of Players for (i) any competition (including but not limited to the Olympic Games, the Paralympic Games, the Commonwealth Games, and any competition organised by the World Tennis, the Women’s Tennis Association, Tennis Europe, the International Padel Federation, Premier Padel and any other national or international governing body of tennis) and/or (ii) any LTA performance pathway, then the LTA will apply the same principles and eligibility criteria as are set out in this Policy for Structured Competitions in making any such selection.

ELIGIBILITY FOR OTHER LTA PRODUCTS AND PROGRAMMES

23. Other than participation in Structured Competition or Other Play, where (i) any LTA product or programme is designated for members of one sex, and (ii) the product or programme is provided or delivered by the LTA (or any member of the LTA Group) or the product or programme is delivered by an LTA Registered Organisation or an LTA Accredited Coach at an LTA Registered Venue, eligibility to use, access and/or participate in the product or programme will be restricted to members of that biological sex.

USE OF CHANGING FACILITIES

24. Where LTA Sanctioned Competitions or other events or activities are held at the National Tennis Centre or Nottingham Tennis Centre (or any other LTA-controlled venue):
- 24.1 appropriate provision of changing spaces and facilities will be made available to all individuals, including transgender and non-binary individuals, in a manner that respects their gender identity;
 - 24.2 the LTA will restrict access to any women’s changing spaces and facilities to individuals of female sex at birth; and
 - 24.3 the LTA will restrict access to any men’s changing spaces and facilities to individuals of male sex at birth.
25. Where LTA Sanctioned Competitions or other events or activities are held at a venue other than the National Tennis Centre or Nottingham Tennis Centre (or any other LTA-controlled venue), the controller of the

venue will determine its policy on access to any women's and men's changing spaces and facilities (including the appropriate provision of changing spaces and facilities for transgender and non-binary individuals) in accordance with applicable law.

Explanatory note: *All users of changing spaces and facilities should feel comfortable and secure, 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, particularly as they will, at times, be in a state of undress. The LTA's policy on changing facilities is designed to protect the privacy and dignity of men and women and is based on guidance from the [Equality and Human Rights Commission](#). The LTA recommends that other venue controllers determine their policies with reference to the Equality and Human Rights Commission's guidance and their own venue-specific and user contexts. See the LTA's Venue Guidance for further information.*

MONITORING AND ENFORCEMENT

26. In addition to the general power to monitor and investigate Player eligibility pursuant to LTA Competition Regulation 15.5, the LTA may investigate at any time:
- 26.1 whether a Player who has not established their eligibility to compete in LTA Sanctioned Competitions (in accordance with this Policy) should be required to do so;
 - 26.2 whether (because of a subsequent change in circumstances, subsequent learning or experience, or otherwise) it is necessary to require a Player who has previously been determined to satisfy the eligibility conditions to provide further information and documents in order to determine whether they did satisfy and/or continue to satisfy those conditions; and/or
 - 26.3 any circumstances that indicate potential breach of or non-compliance by an individual with this Policy;
- and in such cases the individual in question must cooperate promptly, fully and in good faith with that investigation.

Explanatory note: *For the avoidance of doubt, a breach of this Policy or non-compliance by an individual may be a breach of the LTA Code of Conduct. In addition, it may be a breach of this Policy (and may constitute "Misconduct" under the LTA Disciplinary Code) for a transgender woman or non-binary player of male sex at birth to enter and/or compete in the women's competition category in a Structured Competition.*

27. Only the LTA may initiate an investigation further to paragraph 26, and it may only do so in good faith and on reasonable grounds. In appropriate circumstances the matter may, in the LTA's absolute discretion, be resolved by the LTA and/or resolved pursuant to LTA Competition Regulation 15.6 and/or referred for consideration under the LTA Disciplinary Code.
28. Where necessary to safeguard the fairness of LTA Sanctioned Competitions, the LTA may provisionally suspend a Player from competing in some or all LTA Sanctioned Competitions pending completion of an investigation and resolution of the matter. In such cases all reasonable efforts will be used to complete the investigation as expeditiously as possible.

Explanatory note: *The LTA's power to provisionally suspend an individual under this paragraph 28 is separate from and independent of the provisional suspension powers under paragraphs 17 to 19 of part B, and paragraphs 16 to 21 of part C, of the LTA Disciplinary Code.*

GENERAL OBLIGATIONS

29. Each Participant (as that term is defined in the LTA Disciplinary Code and which includes, without limitation, Players) and every other person who brings themselves under the authority of the LTA by providing information to the LTA for consideration under this Policy and/or by participating, competing or seeking to compete in Structured Competition including without limitation all LTA Sanctioned Competition:
- 29.1 is bound by and must comply in full with this Policy;
 - 29.2 must cooperate promptly, fully and in good faith with the LTA in the discharge of its responsibilities under this Policy, including providing the LTA with all of the information it requests to assess/monitor their compliance with to this Policy;
 - 29.3 must ensure that any information they provide to the LTA for consideration under this Policy is accurate, complete and not misleading; and
 - 29.4 must not provide any information in bad faith, to harass, stigmatise or otherwise injure another person, or for any other improper purpose.
30. The dignity of all Players must be respected at all times. Players must not be stigmatised or discriminated against on the grounds of their gender identity. In particular (but without limitation), persecution or campaigns against Players simply on the basis that their appearance does not conform to gender stereotypes are unacceptable. Any such conduct may be considered misconduct and a serious breach of the LTA Disciplinary Code.
31. A Player may withdraw at any time, with or without giving reasons, any application to compete in Structured Competition as provided for by this Policy. In that event, the Player will (where relevant) be deemed to have withdrawn any claim to satisfy the eligibility conditions for transgender or non-binary players set out in this Policy, which might result in the Player being ineligible to compete in Structured Competition.

CONFIDENTIALITY

32. All cases arising under this Policy, and in particular all Player information provided to the LTA under this Policy, will be maintained in strict confidence at all times. All medical information and data relating to a Player will be treated as sensitive personal information and the LTA will ensure that it is processed as such in accordance with applicable data protection and privacy laws. Such information will not be used for any purpose not contemplated in this Policy, and will not be disclosed to any third party save (1) as is strictly necessary for the effective application and enforcement of this Policy; or (2) as is required by applicable law.
33. The LTA will not comment publicly on any case arising under this Policy except in response to public comments attributed to the individual or the individual's representatives. In appropriate circumstances and at the LTA's discretion, the LTA will consult with a Player on whether and if so how to communicate publicly about the Player's eligibility status.

SUPPORT

34. Any individual seeking to understand and comply with the requirements of this Policy applicable to them may review the LTA guidance available at www.lta.org.uk/transgender-and-non-binary-policy/ and/or seek assistance from the LTA via www.lta.org.uk/support-centre/enquiry-page/.

COSTS

35. The costs incurred by the LTA in assessing and monitoring compliance with this Policy will be borne by the LTA. All other costs, including the costs (if any) involved in complying with this Policy (including, without limitation, providing satisfactory medical evidence), will be borne by the individual in question.

LIMITATION OF LIABILITY

36. In no circumstances will the LTA or any of the LTA's directors, officers, employees, agents, or representatives (or the LTA Group or any of the LTA Group's directors, officers, employees, agents, or representatives) or other persons involved in the administration of this Policy be liable in any way in relation to acts done or omitted to be done in good faith in connection with the administration of this Policy.

APPENDIX ONE

1. The capitalised terms used in this Policy will have the following meanings:
 - 1.1 “**Local Tennis League**” means a box league competition organised and/or facilitated by a member of the LTA Group, where Players of a similar level are placed into local groups, known as a local tennis league, to self-arrange matches.
 - 1.2 “**LTA**” means Lawn Tennis Association Limited, with registered company number 07459469.
 - 1.3 “**LTA Accredited Coach**” has the meaning given to that term in the LTA Coach Accreditation Regulations, as amended from time to time and found here: www.lta.org.uk/about-us/governance-and-structure/rules-regulations/.
 - 1.4 “**LTA Code of Conduct**” means the code(s) of conduct issued by the LTA (or, where applicable, any member of the LTA Group) from time to time and with which any or all Players are required to comply and, as at the Effective Date, found at www.lta.org.uk/about-us/governance-and-structure/rules-regulations/.
 - 1.5 “**LTA Competition Regulations**” means the competition regulations of the LTA, as amended from time to time and, as at the Effective Date, found at www.lta.org.uk/roles-and-venues/officials/competition-organiser-resources/competition-regulations/.
 - 1.6 “**LTA Disciplinary Code**” means the disciplinary code of the LTA in force from time to time, incorporating (amongst other things) the LTA’s disciplinary regulations, safeguarding regulations, registration appeal regulations, anti-doping regulations, and anti-corruption regulations.
 - 1.7 “**LTA Group**” means the LTA, any subsidiary or holding company from time to time of the LTA, and any subsidiary from time to time of such a holding company of the LTA.
 - 1.8 “**LTA Licensed Official**” has the meaning given to that term in the LTA Official Licensing Regulations, as amended from time to time and found here: www.lta.org.uk/about-us/governance-and-structure/rules-regulations/.
 - 1.9 “**LTA Registered Organisation**” has the meaning given to that term in the LTA’s articles of association, as amended from time to time and found here: www.lta.org.uk/about-us/governance-and-structure/rules-regulations/.
 - 1.10 “**LTA Sanctioned Competitions**” has the meaning given to that term in LTA Competition Regulation 1.2.

LTA
The National Tennis Centre
100 Priory Lane Roehampton
London SW15 5JQ

www.LTA.org.uk

