

FAW TRANS PEOPLE IN FOOTBALL POLICY (ELIGIBILITY FOR PARTICIPATION IN AFFILIATED FOOTBALL)

INTRODUCTION:

The Football Association of Wales (FAW) is committed to ensuring that eligibility for participation in affiliated football competitions is administered in a clear, consistent and transparent manner which ensures fairness and safety.

This policy sets out the framework for determining eligibility in competitions where participation is based on sex. It has been developed having regard to the FAW's responsibilities as the national governing body for football in Wales and reflects the legal framework applicable to gender-affected sport, in particular section 195 of the Equality Act 2010.

The FAW recognises that this is a complex and sensitive area. In developing this policy, the Association has sought to balance its legal responsibilities with the need to provide clarity for Players, Clubs, Leagues and competition organisers, while continuing to engage constructively with those affected by its implementation.

The FAW reserves the right to amend this policy from time to time.

1. SCOPE:

This policy applies to participation in affiliated football competitions organised by, or under the jurisdiction of, the Football Association of Wales.

The policy applies only to eligibility for participation in affiliated competitive matches.

It does not apply to:

- Competitions organised by FIFA, UEFA or other competition organisers outside the jurisdiction of the FAW;
- International football, which is governed by the eligibility regulations of the relevant competition organiser;
- Training sessions, coaching activities, recreational football, friendly matches or pre-season fixtures. Responsibility for participation in these activities rests with the organising Club or competition and should be managed in accordance with safeguarding responsibilities, applicable legislation and any relevant FAW guidance.

This policy applies only to eligibility for affiliated competitive matches. It does not determine access to training, changing facilities, toilets, showers, recreational football or friendly fixtures, which must be managed separately and in accordance with safeguarding duties, equality law and any applicable FAW guidance.

The policy has been developed with reference to:

- The Equality Act 2010;
- The Gender Recognition Act 2004;
- The Equality and Human Rights Commission Statutory Code of Practice, Services, public functions and associations;
- Applicable FAW Rules and Regulations.

2. DEFINITIONS:

For the purposes of this policy:

Competitions reserved for women: means competitions in which eligibility is restricted to biological females in accordance with this policy.

Competitions reserved for men: means competitions in which eligibility is restricted in accordance with this policy.

Gender reassignment: A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing, or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex. Possession of a Gender Recognition Certificate does not alter eligibility under this policy.

Gender Identity: A person's deeply held, internal sense of their own gender. This may or may not match their sex registered at birth.

Junior Football: means a league playing Association Football (or a modified small-sided version of the game) in Wales which is exclusively for Junior Players aged 14-17.

Non-binary: an umbrella term for people whose gender identity does not sit comfortably with 'man' or 'woman'. Non-binary identities are varied and can encompass individuals who feel their gender is both a man and a woman, fluid, in between, or completely outside the traditional gender binary.

Sex: means a person's biological sex registered at birth.

Small-Sided Football: means a modified version of the 11-a-side game for Players aged 6-12.

3. ELIGIBILITY:

Football is recognised in law as a gender-affected sport under section 195 of the Equality Act 2010. The FAW is responsible for determining eligibility for participation in affiliated competitions under its jurisdiction in accordance with the Equality Act 2010 and relevant legal and regulatory guidance.

Eligibility under this policy is determined by sex.

3.1 Adult & Youth Competitions Reserved for Women

Competitions reserved for women are open to Players whose biological sex is female.

A Player whose sex is female but whose gender identity is male or non-binary remains eligible to participate in competitions reserved for women unless they have commenced or previously undergone testosterone treatment as part of gender-related healthcare.

Where a Player whose sex is female has commenced or previously undergone testosterone treatment as part of gender-related healthcare, eligibility will be subject to:

- Circulating testosterone level being below 2.7 nmol/L, as verified through appropriate medical evidence.

Such Players must submit an application to the FAW before participating in affiliated competitions reserved for women.

3.2 Adult & Youth Competitions Reserved for Men

Competitions reserved for men are open to Players whose sex is male.

Players whose sex is female, and whose gender identity is male or non-binary, may participate in competitions reserved for men where:

- Gender-related treatment has increased circulating testosterone to within the normal adult male physiological range (7.7–29.4 nmol/L) as verified through appropriate medical evidence,
- and;
- There is no medical reason preventing them from safely participating in competitive football alongside adults whose sex is male.

Such Players must submit an application to the FAW before participating in affiliated competitions reserved for men.

3.3 Girls' Football (Small-Sided & Junior Football U-6 – U-17)

Competitions reserved for girls are open to Players whose sex is female.

This reflects the provisions relating to children's sport within the Equality Act 2010 and the Equality and Human Rights Commission Code of Practice, recognising that organisers of gender-affected sport must consider whether significant differences in physical strength, stamina or physique exist at the relevant age and stage of development.

3.4 Mixed Football (Small-Sided & Junior Football U-6 – U-17)

In accordance with the [FAW Competition Regulations](#), Players of both sexes may participate together in competitions designated as mixed football in accordance with the applicable FAW Competition Regulations.

3.5 Eligibility Summary

COMPETITION	ELIGIBLE PARTICIPANTS	APPLICATION REQUIRED
Adult & Youth Competitions Reserved for Women	Players whose sex is female.	No
	Players whose sex is female who have used testosterone as part of gender-related treatment may participate where the eligibility requirements set out in Section 3.1 are satisfied.	Yes
Adult & Youth Competitions Reserved for Men	Players whose sex is male.	No
	Players whose sex is female and whose gender identity is male or non-binary may participate where the eligibility requirements set out in Section 3.2 are satisfied.	Yes
Girls' Football (Junior & Small-Sided Football).	Players whose sex is female.	No
Mixed Football (Junior & Small-Sided Football).	Players whose sex is male or female in accordance with the FAW Competition Regulations.	No

4. ELIGIBILITY ASSESSMENT:

An application to the FAW is required where eligibility under this policy is subject to assessment as set out in Section 3.5.

Applications should be submitted to the Senior Equality, Diversity, Inclusion and Sustainability Manager at pawb@faw.cymru no fewer than 6 weeks before the date on which the Player intends to participate in affiliated competition.

The FAW will acknowledge receipt of all applications and advise applicants of the information required to determine eligibility.

Where necessary, applicants may be asked to provide supporting medical evidence to enable the FAW to determine whether the eligibility requirements within this policy have been met.

Eligibility decisions will be communicated to the applicant in writing.

Participation in affiliated competition under this policy may not commence until written confirmation of eligibility has been provided by the FAW.

5. ELIGIBILITY DECISION PROCESS:

Applications received under this policy will be considered on an individual basis.

Where an application is required, eligibility will be determined by a Case Management Panel appointed by the FAW.

The Panel will comprise:

- The Senior Equality, Diversity, Inclusion and Sustainability Manager;
- The Senior Safeguarding and Player Welfare Manager;
- The FAW's Medical Services Manager;
- An appropriately qualified independent medical adviser, where required; and
- An appropriately qualified independent legal adviser, where required.

The Panel may request additional information where necessary to determine eligibility.

All decisions will be made fairly, consistently and in accordance with this policy.

The Panel's purpose is to assess eligibility against the requirements of this policy. It is not responsible for determining or validating an individual's gender identity.

6. RIGHT OF APPEAL:

An applicant has the right to appeal an eligibility decision made by a Case Management Panel using the FAW's appeals process, set out in [Section E](#) of the FAW Rules. The grounds for such an appeal are the FAW:

- Acted in a manner that was procedurally unfair to the Player in reaching the decision; and/or
- Misinterpreted or failed to comply with the Rules and/or regulations of the FAW relevant to the decision; and/or
- Made a decision no reasonable person could have made.

Appeals will be determined in accordance with the FAW Rules.

Version	Approved By	Approval Date	Review Date	Summary of Changes
1.0	FAW Board	12/08/2026	Aug 2027	New policy following a comprehensive review of eligibility for participation in affiliated football.

