

Motorsport UK Trans Inclusion Policy

The purpose of this Policy is to reinforce Motorsport UK's position that as a sport we are committed to the inclusion of non-binary, gender fluid, intersex, and trans people. This includes but is not limited to Competitors, Marshals, Officials, staff, Committee Members, and procured partners.

As an organisation we understand there are many different identities which fall under the trans umbrella. We expect all our community to treat everybody's gender identity and gender expression, with dignity and respect.

As a mixed gender or universal sport, Motorsport UK embraces an inclusive approach that does not risk participant safety or fairness. None of the Motorsport UK Competition Regulations have gender affecting factors.

This Policy has been ratified by the Board of Motorsport UK with support from its LGBTQ+ Expert Committee. This Policy respects the UK Sports Council's guidance for transgender inclusion in domestic sport which calls for NGBs to enter a decision-making process that best accommodates transgender inclusion, fairness and safety in our sport.

Motorsport UK is committed to:

- Ensuring that all people are treated with dignity and respect.
- Allowing Self-Identification of an individual's gender across our licensing, irrespective of whether an individual has a Gender Recognition Certificate.
- The only event whereby sex observed at birth may be necessary to declare is where relevant in medical assessments to achieve a compliant Motorsport UK medical or in connection with a medical incident at-Event.
- Respect the private nature of an individual's transition and never discuss an individual's gender status without explicit permission.
- Ensuring that our participants and our stakeholders including Coaches, Teams and Championships are aware of the Policy.
- Creating resources and tools to support Clubs and Championships to support their members of all genders.

There may be particular initiatives, awards, and Competitions within the sport which are gender- related for the legitimate aim of promoting increased participation among, and providing a safe space for, underrepresented groups. The principles and commitments set out in this Policy regarding inclusion, dignity and respect, and the right to Self-Identification of an individual's gender apply equally across all Motorsport UK activities and all Competitions run under a Motorsport UK Permit.

Motorsport UK's Race with Respect reporting framework is available to all members of the community including those who experience negative or inappropriate behaviours based on their gender identity or gender expression. Those acting against the principles set out in this Policy will be engaged with, signposted to educational content, and, if necessary, subject to formal disciplinary proceedings.

For further education and guidance, Clubs, Championships, and participants are encouraged to refer to the Club Toolkit and the Motorsport UK LGBTQ+ Learning Module, as well as the resources signposted within them. Assistance with any questions related to this Policy will be available from Motorsport UK's Head of Sustainability and LGBTQ+ Expert Committee.