Pride Sports
LGBT Sports and equity

SPORT ENGLAND

SPORT, PHYSICAL ACTIVITY & LGBT

A Study by Pride Sports for Sport England

Authors:

Louise Englefield

Di Cunningham

Ali Mahoney

Tara Stone

Hugh Torrance

More information: www.pridesports.org.uk

Contents

Introduction	**1**
Background	**3**
LGBT Health Inequalities	5
LGBT Participation in Sport	6
Transgender Sports Participation	7
Being 'Out' in Sport	8
LGBT Sport Provision – What Exists?	**9**
LGBT Community Sport	9
Birmingham Activate	15
National Governing Bodies	17
Local Authorities	19
Spectating Sport	**21**
Individual Spectators	22
LGBT Fan Groups	24
Trans Spectators	25
Volunteering in Sport	**26**
Young People	**31**
What Young People Think	32
Where We Find Young People	33
Youth Work Settings	33
Student Sport Settings	35
Young People in Existing Sports Clubs or Settings	37
General Learning and Feedback	38
Trans Participation	**41**
Marlin	43
TAGS Swimming	43
Trans Active	43
Trans Can Sport	44
Benefits to Users of Trans Specific Provision	45
Conclusions	**49**
Glossary	**51**

Introduction

In January 2016 Pride Sports was commissioned by Sport England to undertake a 10-week study examining the participation of lesbian, gay, bisexual and transgender (LGBT) people in sport.

The focus of the study was to review the existing research and reports into issues affecting LGBT participation in sport and physical activity and to evidence the impact of projects that are successfully addressing issues and delivering increased opportunities in sport.

With reference to the Government's Sports Strategy, Sporting Future: A New Strategy For An Active Nation[1], the study focused on three distinct areas:

- Initiatives aimed at improving sports participation by lesbian, gay, bisexual and transgender people
- Volunteering
- Spectating

The study gave particular consideration to how provision, which has successfully engaged LGBT people, is also working to reduce physical inactivity and to engage those not previously participating in sport.

This report summarises the work undertaken and makes recommendations to Sport England

1 https://www.gov.uk/government/publications/sporting-future-a-new-strategy-for-an-active-nation

Background

The physical and mental benefits of participating in sport and physical activity are very well documented, and the number of people who regularly take part in sport is rising[2]. However, the UK is still faced with a number of pressing health related challenges, one of the main concerns being the general population's lack of physical activity and subsequent health inequalities. Evidence relating to the activity levels of groups according to gender (but not gender identity), age, ethnicity, socio-economic status and disability is readily available. This data highlights under-representation of specific groups within sport and physical activity, and provides an evidence-based approach for new programmes to engage non-participants. The recent 'This Girl Can' campaign[3] has shown that a targeted, high profile initiative can drive participation in a group that has traditionally been known for poor take up of sporting activity. The growth in parkrun UK membership is also encouraging, with as many as one in four new registrants describing themselves as non-runners[4].

Data regarding sports participation and physical activity levels of the Lesbian Gay Bisexual and Transgender (LGBT) community however, is less well established and comparatively little action has therefore been taken to address engagement of these communities. A small number of National Governing Bodies (NGBs) of sport have started to capture baseline data relating to LGBT participation and some have been engaging with the LGBT community to examine attitudes to their sport, shape coach education programmes, produce club resources about inclusion, shape Transgender policies and to run localised LGBT participation programmes.

However, a study by the National LGB&T Partnership[5], published in February 2016, raises concern about levels of physical activity amongst the LGBT community. With support from Public Health England, a survey of nearly 1,000 LGBT people living in England was undertaken, asking both about sport participation and other physical activity. Key findings of the survey include the following:

- 55% of LGBT men were not active enough to maintain good health, compared to 33% of men in the general population

- 56% of LGBT women were not active enough to maintain good health, compared to 45% of women in the general population

- 64% of LGBT people who identified as something other than male or female (eg genderfluid or genderqueer) were not active enough to maintain good health

What we also understand from existing research with the LGBT community in the UK is that homophobia, biphobia and transphobia in sport is still extremely prevalent, and significant barriers to participation persist. What is less visible and understood is the impact of heteronormativity and cisnormativity on LGBT participation. A wide range of evidence exists to demonstrate that there is still much more work to be done, to make sport a more inclusive and welcoming place for the LGBT community. The use of homophobic and transphobic language within sport settings, the acceptance of homophobic and transphobic language as 'banter', and the prevalence of anxiety regarding sports participation are common themes that emerge between studies.

2 http:/www.sportengland.org/research

3 http:/www.sportengland.org/women

4 http://jpubhealth.oxfordjournals.org/content/early/2013/08/15/pubmed.fdt082.full

5 https://nationallgbtpartnershipdotorg.files.wordpress.com/2016/02/lgbt-people-and-physical-activity-what-you-need-to-know.pdf

LGBT Health Inequalities

Prior to examining the current landscape of LGBT participation in sport, it is important to gain a wider understanding of the health inequalities faced by these communities. A European Journal of Public Health study[6] suggests that LGBT people face a unique exposure to stress, which is compounded by prejudice, discrimination, sexual orientation concealment, expectations of rejection, and internalised stigma. This unique set of circumstances means that the LGB community are two and a half times more likely to have a lifetime history of mental health issues in comparison to heterosexual groups. These health inequalities are not exclusive to the adult population. Young LGBT people are also more at risk of experiencing poorer mental and physical health in comparisons to their heterosexual counterparts[7]. Experiences of homophobia and lack of acceptance within the school environment and at home can lead to higher incidences of self-harm, suicide attempts and bouts of depression.

Estimates regarding the size of the transgender community in England are difficult to establish due to the lack of reliable baseline data. GIRES (Gender Identity Research and Education Society) have carried out research that estimates 1% of the UK population is gender variant[8]. However, what is well known are the various health inequalities, prejudice and discrimination that transgender people face within wider society. Employment and the workplace, healthcare access, leisure and education are the main life sectors in which transgender people face problems with inequality and discrimination.[9] Lower economic status and employment opportunities, higher experiences of hate crime, over-representation in the prison system, greater risk of mental health issues and greater risk of homelessness are all factors which contribute to difficulties faced by the transgender community[10].

Despite advances in equality legislation to protect Transgender people from discrimination (Sex Discrimination (Gender Reassignment) Regulations (1999) (SDA), the Gender Recognition Act (2004) (GRA), Equal Treatment Directive (2004/113/EC), Sex Discrimination (Amendment of Legislation) Regulations (2008)), Equality Act (2010), transphobia is still widespread within UK society[11].

6 https://eurpub.oxfordjournals.org/content/early/2015/09/04/eurpub.ckv160.full

7 Tod, A & Hirst, J. (2014) Health and Inequality: Applying Public Health Research to Policy and Practice. London: Routledge.

8 http://www.gires.org.uk/assets/Medpro-Assets/GenderVarianceUK-report.pdf

9 http://www.pfc.org.uk/pdf/EngenderedPenalties.pdf

10 http://www.equalityhumanrights.com/sites/default/files/documents/research/trans_research_review_rep27.pdf

11 http://www.equalityhumanrights.com/sites/default/files/documents/research/trans_research_review_rep27.pdf

LGBT Participation in Sport

Out on the Fields (2015)[12] is considered to be the largest international study of homophobia in sport and included responses from 1700+ LGB and heterosexual participants from the UK.

THE USE OF HOMOPHOBIC VERBAL SLURS SUCH AS 'FAGGOT' OR 'DYKE' WAS EXPERIENCED BY A SIGNIFICANT NUMBER OF GAY MEN (84%) AND GAY WOMEN (82%).

Their data demonstrates significant differences in team sports participation in the UK. Lesbian youth (84%) and lesbian adults (59%) were more likely to participate in team sports than gay youth (61%) and gay adults (37%). A similar disparity was found in Sport Wales (2012)[13] and National Union of Students (2012)[14] research.

A Bournemouth University (2013)[15] study also found homophobic language to be a major issue within sport. In a predominantly heterosexual (80%) group of research participants, homophobic 'banter' was used by over a third of people within a sport setting (34%). The majority passed this off as being part of playing sport and did not view it as offensive or discriminatory. However, 83% of respondents suggested that they would not have a problem playing on a sports team with someone who identified as LGBT. This appears to demonstrate a lack of awareness or understanding as to the wide-ranging impact of homophobic language. Their research within school settings found that 57% of students heard homophobic language on a daily basis. Again, it was considered as 'banter', 'just for fun' and not wrong or discriminatory. This language was found to be widely undisciplined, with very few victims receiving any form of support from their teachers or peers (22%). We know already from previous reports[16] that the negative experiences of LGBT people in school contribute to skipping school, negative attitudes to sport, feeling that they don't belong and being more prone to mental health issues such as depression and self-harm.

The National Union of Students 'Out in Sport' (2012)[17] study provided an insight into the participation of LGBT university students in sport. Whilst the majority of survey respondents participated in some type of sport or fitness activity (86%), the least active group was transgender students. LGBT people who did not participate in sport cited a number of factors for their non-participation. One in four (42%) stated that negative experiences of sport in school were responsible for their non-participation in early adult life, and almost half (47%) found the culture around sport either intimidating or unwelcoming.

12 http://www.outonthefields.com/media.html

13 http://sport.wales/media/1091778/sugar_styled_doc_eng_-_lgb_final.pdf

14 http://www.nus.org.uk/Global/Final%20Out%20in%20Sport_NEW_web.pdf

15 http://www.justaballgame.co.uk/public/download/bournemouth-university-homophobia-in-sport-report.pdf

16 https://www.stonewall.org.uk/sites/default/files/The_School_Report__2012_.pdf

17 http://www.nus.org.uk/Global/Final%20Out%20in%20Sport_NEW_web.pdf

An interesting sport-specific insight into participation barriers experienced by the LGBT community was found in an Amateur Swimming Association Equality Audit (2015)[18]. Results were split into lesbian, gay, bisexual and transgender responses, which provided unique data specific to each group. The main participation barriers for LBT people related to body image and anxiety about being made fun of, or not fitting in. Transgender respondents also cited shared changing rooms as their third highest barrier to participation. Gay men however, were more concerned about lack of space in the pool, ageing facilities and not having anyone to swim with. This highlights unique differences between the lesbian, gay, bisexual and transgender communities when it comes to sports participation. Hosting specific sessions that targeted LGBT groups and knowing that leisure centre staff had received LGBT training were two very strong motivators for the LGBT respondents.

Transgender Sports Participation

The recent House of Commons Transgender Equality inquiry[19] highlighted additional difficulties faced by Transgender people with regards to sports participation from grassroots, recreational activity to performance sport.

Following guidance produced by the Sports Council Equality Group, an increasing number of NGBs have developed Transgender/Transsexual policies, which outline requirements for participation within their competitive sport structure. Whilst these policies aim to assist Transgender people by providing information about domestic and international competition, the requirements set out by 'gendered' sports for evidence relating to gender recognition is often a highly intrusive process, with transgender participants being assessed on a case-by-case basis. Assuming transgender participants take the bold step to contact an NGB and disclose their change in gender identity, several policies make reference to a subjective assessment of strength, stamina and physique to ensure that their inclusion in sport would warrant 'fair competition'. For Transgender people wishing to take part in sport at a recreational level, these policies and procedures, which seek to uphold fair competition, can be a significant disincentive to participation, whilst a lack of understanding of the scope of these policies in relation to recreational sport can create further barriers.

In contrast, the UK Roller Derby Association has produced a policy[20] that allows members to participate in the gender that they live and identify on a full time basis. Two UKRDA Transgender Liaison Officers are also in post to support transgender skaters and clubs who wish to seek further support.

At a performance level, the International Olympic Committee has recently reviewed its guidelines[21] on Transgender participation, and removed a requirement for athletes to undergo gender reassignment surgery. Whilst female to male athletes will be eligible to take part in men's competitions without restriction, male to female athletes will need to demonstrate appropriate testosterone levels at least one year prior to competition.

18 ASA LGB&T Audit 2015 – Results Summary

19 http://www.publications.parliament.uk/pa/cm201516/cmselect/cmwomeq/390/390.pdf

20 http://ukrda.org.uk/2014/04/ukrda-transgender-policy/

21 http://www.theguardian.com/sport/2016/jan/25/ioc-rules-transgender-athletes-can-take-part-in-olympics-without-surgery

Being 'Out' in Sport

A strong indicator of how accepting sport is to the LGBT community is the number of LGBT participants who are openly 'out' about their sexuality and / or gender identity. The Out on the Fields report provides a detailed breakdown of data around sexual orientation on this topic. In the UK, the number of gay males under the age of 22 who were not open about their sexuality to some or all of their teammates was 70%. This dropped to 43% over the age of 22. For lesbians under the age of 22, the figure was 73%, which dropped to 39% over the age of 22. Unfortunately the study did not provide figures for the UK bisexual community but their overall figures stated that 85% of bisexual men and 67% of bisexual women under the age of 22 were not out to anyone on their team. These figures dropped to 44% and 16% respectively over the age of 22. Fear of non-acceptance and bullying were two key factors that kept these athletes 'in the closet'. Internal stigma may also be a factor here, with LGBT people potentially carrying a personal fear of acceptance with them into a sporting setting.

Hiding sexual orientation and / or gender identity is not just confined to sports participation.

IN A RECENT SNAPSHOT SURVEY OF LGBT FOOTBALL COACHES BY PRIDE SPORTS (2016), JUST UNDER HALF (49%) KEPT THEIR SEXUALITY HIDDEN WITHIN THEIR COACHING ROLE, ALTHOUGH HALF OF THIS SAMPLE WERE 'OUT' IN THEIR OTHER WORKPLACE(S).

This begs the question as to why a large proportion decided not to disclose their sexuality in their coaching role. The fact that 78% of the respondents had experienced negative attitudes, behaviours or language towards LGBT people during their coaching careers may provide the answer. The stress and social pressure of being in the closet no doubt contributes to additional pressures in life.

LGBT Sports provision - what exists

Within this environment of persistent exclusion and inequality within sport, an analysis of provision that exists to meet the needs of lesbians, gay men, bisexual and transgender people in sport was undertaken. This focused on the following areas:

- **LGBT Community Sport** – small initiatives/clubs organised and owned by the LGBT communities themselves
- **Birmingham Activate** – an initiative of Birmingham LGBT funded by Sport England
- **National Governing Bodies of Sport**
- **Local Authorities**

In order to investigate the provision of sport for the LGBT community more closely, a series of focus groups, interviews and surveys was undertaken with LGBT sports clubs and participants across England. A discussion day was held at Birmingham LGBT, and other data was gathered through phone contact, emails and through online searches.

As concentrations of LGBT sports clubs can be found in urban areas, focus groups were held in Brighton, London and Manchester to maximise attendance and to gain input from a range of clubs. Clubs who were unable to attend the focus groups were given the opportunity to complete an online survey to capture their input.

Examination of provision targeting LGBT young people and transgender participants in particular was undertaken independently, and these findings can be found in later sections of this report.

LGBT Community Sport

A strong network of LGBT Sports Clubs exists across England, many of whom have a long and successful history of localised provision in a range of team and individual sports. Indeed, LGBT sports clubs may be key in providing access to physical activity to members of the LGBT community. In its recent physical activity survey of nearly 1,000 LGBT people in England, referenced earlier in this report, the National LGB&T Partnership highlights the value of LGBT sports groups in assisting some people to meet national recommendations for physical activity.

‘AROUND 17% OF SURVEY RESPONDENTS WERE MEMBERS OF A SPORTS CLUB OR TEAM, WITH 48% OF THESE BEING MEMBERS OF LGBT-SPECIFIC CLUBS. 76% OF LGBT PEOPLE WHO WERE MEMBERS OF SPORTS CLUBS MET THE NATIONAL RECOMMENDATIONS FOR PHYSICAL ACTIVITY, COMPARED TO 38% OF LGBT PEOPLE WHO WERE NOT MEMBERS OF SPORTS CLUBS.’

However, whilst these clubs provide a safe and welcoming environment for the LGBT community, many only exist in areas of high urban population, meaning that access to these opportunities are limited to the wider LGBT population and many participants from outlying areas travel significant distances to participate in sport. London, Manchester, Birmingham and Brighton are well known for their thriving LGBT sports clubs, which provide a wide range of opportunities for beginners to elite, and in a diverse range of sports. The Pride Sports LGBT Sports Clubs Map[22] provides a useful snapshot to highlight the diversity of provision, from traditional team sports like football and rugby, to individual activities such as cycling, dance and yoga. Many LGBT sports clubs are affiliated to their respective NGBs.

Some LGBT sports clubs are very well established, and were set up in difficult times when protective legislation around sexual orientation and gender identity didn’t exist and at a time when gay men were still barred from the Armed Forces, and Section 28 of the Local Government Act was still in existence. The growth of the LGBT sports club network led to the development of various LGBT sports organisations across England. The Gay Football Supporters Network[23], established in 1989 as a social network for LGBT football fans, quickly developed an LGBT competitive football league for its member clubs, which is still the only 11-a-side LGBT league of its kind in the world today.

It was evident that LGBT sports clubs range in size of membership quite significantly. The largest clubs had over 400 members, whilst other groups and networks operate with much smaller memberships. Clubs that either attended our focus groups or completed the online survey had a collective membership of over 1,500 LGBT participants.

22 http://www.pridesports.org.uk/lgbt-sports-clubs-map/

23 http://www.gfsn.org.uk/

Clubs were well versed in using a range of marketing methods to attract new members. The most successful methods for attracting new members were word of mouth, a club website and social media (Facebook and Twitter). One club had begun to use a mobile app called 'Meet Up'[24] to promote their club specifically to lesbians with positive results. Clubs had limited success with posters, flyers and attendance at local Pride Events.

In Manchester, a 'Sports May'[25] event recently provided the local LGBT community with the opportunity to take part in taster sessions, hosted by the various local LGBT sports clubs. The Manchester focus group clubs spoke highly of this event as a great way to promote themselves to the community, and to attract new participants.

Good Practice Example: Sports May

141 participants took part in a month-long activation programme for Manchester's LGBT sports groups, Sports May, which was developed by Pride Sports in partnership with Manchester's LGBT Sports Groups and funded by Manchester City Council. Of these participants, 64 identified as female and 77 as male. The programme included beginner's sessions for those new to sport and progression sessions for those in existing sports clubs who wanted a new challenge. Participants were awarded activity cards at the beginning of the month, which were then stamped at each session attended. At the end of the month, participants were awarded medals in relation to the number of sessions they had attended at any level. The programme included a trans specific 5-a-side football offer with coaching organised by Pride Sports in partnership with the local trans community.

24 http://www.meetup.com/

25 http://www.pridegames.org.uk/sports-may/

Attracting new participants was a major part of discussions, with the majority of clubs all wishing to grow their membership further. However, some clubs reported that they were currently oversubscribed, and cited facility restrictions as the main reason for not being able to cater for demand. Where clubs had an increased demand for participation, the additional costs of hiring extra facility time outweighed the number of participants required to make it sustainable. Or, the facilities were not available for hire due to the excess demand from other sports clubs in the area.

Of those clubs who were successful at attracting beginners, some struggled to cater for their needs. This was due in part to a focus on competition within clubs, but also a lack of resources, either facility time or coach / volunteer support, to enable them to provide the instruction needed to advance in the sport. One of the swimming clubs, which had a demand for LGBT Beginners swimming, had to market their sessions differently to avoid a conflict of interest with the Local Authority beginner's programme.

Manchester Frontrunners are an example of a club who were successful with attracting and retaining new members. This could be in part to the lack of facility restrictions and a positive, collective approach to coaching and supporting new members regardless of their ability.

Good Practice Example

During 2016 Manchester Frontrunners held a 'Couch to 5K' programme. 13 participants started the programme, with 9 completing. Five of these went on to complete the Manchester 10k. Approximately 70% of their Couch to 5K members were classed as inactive when they joined. As a result of the programme, the club has attracted new members, who are now running 10k distances and using running as a form of exercise. Other participants, whilst not joining the running club, are still in contact and have moved on to other sports. Their second Couch to 5k course starts in September, and 19 participants have already shown interest.

Apart from the success of Manchester Frontrunners, on the whole, clubs suggested that only a small proportion (0-10%) of the new members that they were attracting were completely inactive.

Provision of opportunity split by sexuality or gender identity differed between clubs, especially where clubs had gendered teams. Despite one club offering teams for men, women and mixed, they reported struggles with filling their women's and mixed team. The club felt that the acceptance of lesbians in 'mainstream' clubs had an impact on their ability to attract women to their LGBT specific club.

This was not the case across the board however, with women's clubs existing across the country, providing opportunities in a range of sports. Vibrant sports clubs exist for LGBT women, some mixed clubs attract high numbers of women members, whilst others offer very successful women-only sessions within their wider club structure.

The number of transgender participants within each of the sports clubs contributing to this research was extremely small, with some not having any transgender people within their membership numbers at all. The highest number of trans members at any one club was five. Clubs were asked how they address the additional barriers faced by the transgender community, and few reported any action to specifically recruit from this segment of the LGBT population.

Some clubs, which did include transgender members, were currently facing challenges with affiliated sports structures.

ONE LONDON CLUB HAD AN ISSUE WITH A TRANSGENDER MEMBER WHO IS IN THE PROCESS OF TRANSITIONING FROM MALE TO FEMALE. ONCE THE PLAYER HAS TRANSITIONED FULLY, SHE WILL NO LONGER BE ABLE TO COMPETE IN THE MEN'S TEAM DUE TO NGB REGULATIONS.

Another club, which offers mixed football and which can potentially include trans players at all stages of their transition felt penalised by their governing body. Offering mixed adult football meant it was unable to affiliate, and therefore unable to access tournaments and other playing opportunities, as well as gain access to facilities.

It should be noted that many sports clubs, whether they offer male, female or mixed opportunities, provided opportunities for cisgender heterosexual men and women. This may be a reflection of the inclusive nature of the clubs and the sports environment they create.

The focus group process and online survey highlighted a number of positive outcomes. LGBT sports clubs are well established in the communities in which they are situated, and are very good at marketing themselves to the LGBT local population. They are run by passionate groups of volunteers and are well governed through committee structures. The over subscription of some clubs indicates a strong desire by the LGBT community to engage in sport, but there are obvious issues here with being able to cater for the demand. The use of new digital technology methods to attract new members was also promising to see, indicating that clubs were willing to adopt and try new ways of recruitment. Connecting with national physical activity initiatives (such as Couch to 5K) was also encouraging, particularly as it attracted such a high number of inactive participants.

The obvious areas for further exploration and support include how best to meet the needs of beginners where facilities and human resource are limited. Clubs had the passion and desire to attract beginners but not necessarily the means to meet their needs or the size of demand.

A need to develop services that are more inclusive of trans participants is apparent, as is the need to further explore the participation of bisexual people.

In addition to this, there was clearly a desire from clubs for additional support on a more formal, strategic basis, in order to be able to develop positively.

The need for LGBT sports clubs is often questioned, with the suggestion that their very existence is 'exclusive' rather than 'inclusive'. But what can be seen here from a relatively small sample of LGBT sports clubs is that they engage with a significant number of LGBT participants. Without doubt, these sports clubs offer a guaranteed safe and welcoming environment for the LGBT community, which is free from homophobia. Without this network of clubs, it can be questioned whether their participants would be engaging in sport at all, whilst there is also anecdotal evidence to suggest that LGBT sports groups can provide pathways for some to mainstream sport.

As already highlighted, research suggests that homophobia is still very much prevalent in sport. Until the culture of sport changes therefore, a strong argument exists for the continuation of LGBT sports clubs and the development of new ones where necessary alongside a comprehensive campaign to tackle homophobia and transphobia in sport more widely.

Birmingham Activate

Birmingham LGBT's Sport Activation project, **Activate**, has been funded by Sport England and is currently half way through its three-year funding allocation. The project focuses around Birmingham LGBT, a busy city-centre community facility close to Birmingham's 'Gay Village'. The centre contains a gym space, The Vault, with its own changing facilities, from which some activities are delivered. The project also employs a Sports Activator whose role focuses on two areas.

1. Developing new activity offers for the local LGBT community, much of which centres on The Vault and currently includes the following weekly offers; table tennis, boxercise, line dancing, yoga and hula-hooping.

2. Pride in Sport challenge days, at which project partners take over a local leisure centre, also provide an opportunity for the LGBT community to try a range of sports delivered by Birmingham's LGBT sports groups and other partners, with the intention of creating pathways to on-going activity.

The project also provides links to Birmingham's LGBT sports clubs through club development initiatives. For example, funding for court and coaching costs were provided for beginner's badminton sessions in partnership with Midlands Out Badminton, whilst access to run leader training was facilitated, which resulted in the development of Birmingham Swifts running club.

The project is working very successfully in relation to its own targets and is currently engaging gay men of all ages. Less well represented amongst its figures are women, who represent a third of all project participants. Engagement with trans people has been limited to date, although the

project has recently supported the development of the TAGS trans swimming group in Birmingham. Reflecting the local community, one third of all participants record a BAME background, whilst disabled people are also well represented amongst participants.

Evaluating the strengths of the project in engaging participants, particularly those new to physical activity, staff consider the following facilitators to be influential:

- An integrated approach facilitated by a multi-use LGBT centre, combining health services, arts, culture, which can provide a pathway to sport/fitness. (Physical activity is part of all general discussions about the Centre's services and visiting the fitness room and changing room is included in all tours of the building)
  This may be particularly pertinent for a community largely alienated from sport due to early experiences of homophobic/transphobic bullying.

- An onsite sports/fitness space
  Meaning those accessing other services at Birmingham LGBT have less of a barrier to overcome in making the transition from, say, health-based services to fitness sessions.

- Location of Birmingham LGBT close to Birmingham's 'Gay Village'
  Providing participants with an opportunity to participate and socialise within one location (LGBT people are more likely to travel to access services than their heterosexual, cis-gender counterparts).

- Pre-existing relationships with LGBT sports groups and the delivery of a Pride in Sport event prior to the kick off of Activate.
  Ensuring a reputation for engagement in sport and confidence from stakeholders. Pride in Sport events delivered since 2008 have also provided cohesion amongst Birmingham's LGBT sports community.

- Location of the project within a large urban area with access to a significant LGBT population

Meanwhile, challenges to delivery were considered to be the following:

- Relationships with overstretched public providers facing cuts who, it was felt, had conflicting priorities and didn't currently have the capacity to be a fully engaged partners in the project

- A lack of strategy on behalf of private sector facility partners, which meant that LGBT participation was not given priority and communication could sometimes be challenging

- The desire and capacity of some LGBT sports groups to grow and develop suitable offers for inactive LGBT people

- Finding fitness instructors and coaches able to work positively and in a differentiated way with a wide range of fitness levels and people who are disabled, have mental health problems and learning difficulties

- The pressure on the Sports Activator to take a strategic role within wider sports infrastructure locally as well as on direct service delivery *(Possibly a result of a previous lack of strategic input on LGBT inclusion nationally)*

National Governing Bodies of Sport (NGBs)

Over the past eight years national strategy has focused on sports delivery by National Governing Bodies of Sport (NGBs) and other Sport England National Partners. It is unsurprising therefore that some of the better examples of positive work on LGBT inclusion and engagement have emerged from this sector. During 2015 Pride Sports undertook a survey of the 46 Sport England funded NGBs[26] and found that nine had gained insight into LGBT participation in their sport and were taking action to grow LGBT participation. These NGBs varied in size and represented both individual and team sports. Some good examples of LGBT inclusive work can be found amongst Rugby Football League, Baseball Softball UK, and the Lawn Tennis Association.

In the last year, the FA has also worked with community partner Gendered Intelligence to develop guidelines for transgender participants in football[27].

26 https://nationallgbtpartnership.org/publications/sports-and-physical-activity-resources/

27 http://www.thefa.com/news/governance/equality/2016/mar/guidance-trans-people-in-football

Good Practice Example

Over a period of three years, Rugby Football League undertook a programme of work on LGBT inclusion, which included the following:

- Gaining insight through a designated action research programme 'Perceptions and experiences of Rugby League: LGBT young people'[28]
- Consultation with a range of LGB organisations on the development of a 'Tackle Homophobia'[29] guide for clubs.
- Consultation with several trans individuals and organisations in order to develop an inclusive RFL trans policy
- Two Equality and Diversity conferences which included LGBT input
- And subsequent action to increase LGBT participation:
- Mandatory training for all staff including LGBT issues
- Several professional clubs holding designated games to raise awareness of the Tackle IT! campaign and LGBT inclusion
- Presence at a range of Pride events, including World Pride
- Supported the establishment of an LGBT rugby league club
- Development of a range of LGBT inclusion education resources for clubs
- Support for a trans coach to gain a level 2 coaching qualification
- Tackled homophobic language and behaviour by players with robust fines and bans

28 http://www.igualdad.ull.es/archivos/documentacion/RFL%20LGBT%20Research%20doc%20FINAL%20APRIL%2012.pdf

29 http://rflmedia.therfl.co.uk/docs/Guidance_for_Rugby_League_clubs_-_Challenging_homophobia.pdf

Local Authorities

A number of local authorities in urban areas with large established LGBT communities have ensured that LGBT inclusion has been an intrinsic part of strategic planning around sport.

Manchester City Council, for example, has provided funding towards Manchester's LGBT community sports festival, Pride Games & Sports May, for a number of years and works positively with LGBT sports stakeholders to ensure engagement and access to facilities etc.

Brighton and Hove City Council has established a trans swimming session at a local authority pool, which runs every other week. This initiative was a result of the establishment of a Trans Scrutiny Panel[30], which was set up in 2013 'to highlight the challenges and inequalities facing transgender people in Brighton & Hove and to make some recommendations for change' and which heard from a number of trans stakeholders who highlighted barriers to sport and physical activity.

Elsewhere, Derbyshire County Council undertook a travel attitude survey at Derbyshire Pride during 2012[31], which resulted in key actions to promote sustainable transport, including cycling, and use of green spaces, to lesbian, gay and bisexual people.

More recently, Leeds City Council has established Leeds LGBT Sport as part of its LGB&T Hub. The Hub is a Forum for a wide range of stakeholders, both internal and external to the City Council, including the LGB&T staff network. The Hub identified nine strategic priorities for 'making Leeds an LGBT friendly city', amongst these was 'Sports Inclusion'.

A Steering Group for 'sports inclusion' was established last year, which has launched a work programme for sport. Current strategic priorities include:

30 http://www.brighton-hove.gov.uk/sites/brighton-hove.gov.uk/files/downloads/democracy/Trans_Equality_Report_final_pdf.pdf

31 https://www.derbyshire.gov.uk/council/equalities/public_duty_to_promote_equality/equality_duty/default.asp

Information

- A designated page on the Leeds City Council Website, which includes information about getting involved in Leeds' LGBT sports clubs http://www.leeds.gov.uk/sports/Pages/LGBT-Sport-in-Leeds.aspx

- A monthly LGBT sports newsletter edited by one of the local sports groups

Promotion

- Taking sports stalls to LGBT social events and locations

- Increasing representation at Leeds Pride, including representation from Leeds City Council's Sport and Active Lifestyles in the parade and information stall at the Pride expo

Research

- Working with local universities to gain further insight on local need, identifying barriers to participation and strategies for overcoming them

Events

- Encouraging inclusive sporting events to the City e.g. the recent Yorkshire Terriers football tournament

Support for the initiative has come from the highest levels of leadership within the City Council, where LGBT inclusion in sport is seen as a 'mainstream issue' that is taken seriously and prioritised.

Spectating Sport

In the recent survey 'Out on the Fields', commissioned by the Bingham Cup Sydney 2014, 85% of UK respondents felt that an openly lesbian, gay or bisexual spectator would not be very safe as a spectator at a sporting event. These concerns may have a significant impact on lesbian, gay and bisexual people's desire to attend live sporting events, the concerns of many trans people are likely to be similar.

Not only does this present cause for concern for sport in terms of equitable access for all sections of the community, but it also has a potential impact on revenue for sports events. With this in mind, the project undertook to examine the experiences of LGBT spectators through a series of focus groups.

Individual Spectators

A focus group was held to examine the experience of individual lesbian, gay, bisexual and transgender people who were spectators of live sporting events. Participants had attended a range of live events across women's and men's sport, and had the following insights.

All of the gay male contributors had negative experiences of school sport, and most had been put off participating in sport as a result, only one had continued to spectate [football] despite this negativity. Whereas the lesbians in the group had had a very positive experience of school sport and had continued playing sport and spectating into adulthood.

Several participants attended live football matches and found much of the atmosphere at games offensive, whether it was homophobia and transphobia, deriding the referee or overt Nationalism at England International games. One participant very much enjoyed the 'tribal' nature of football spectating compared with other team sports he'd spectated, but even as a season ticket holder of 25 years standing at a Premier League club, said that he "wouldn't attend a match without the knowledge of my friends being there".

Participants felt there was a stronger connection between players and fans both in women's sport, and some minority sports and this was considered to make the experience more positive in general. Badminton, women's rugby, handball and gymnastics were given as examples.

One contributor talked about his experience of attending a boxing match at which 'scantily-clad' women paraded scoreboards during the games, and how he had found this kind of heteronormative environment really off-putting. In contrast, he described attending a gymnastics event, where he was in a minority as an adult male spectator amongst a majority of teenage girls. Although he explained that this felt 'strange', he said didn't feel 'intimidated by it' in the same way.

All participants felt that there was a definite link between 'out' athletes and spectating for lesbian, gay and bisexual people. Two contributors talked about "really getting into diving" after Tom Daley came out, whilst another commented, "golf could do so much better if someone came out".

Concern was also expressed about the lack of out female role models, and a perception that female performance athletes are encouraged not to be open about their sexual orientation. Another contributor mentioned the importance of NGBs taking a strong stand on challenging homophobia and transphobia, and cited the example of England Boxing's statement on Tyson Fury's November 2016 comments.

Participants all felt that there were great opportunities for marketing live sport to lesbian, gay, bisexual and transgender people and felt that sports events were 'missing a trick' by not doing so. One example given was the Rugby World Cup. One contributor commented "I would have got involved in the Rugby World Cup if there had been some queering element to it". Other participants generally agreed with this. One participant felt that where sports events were marketed by NGBs, there was considerable room for improvement across all communities.

All participants were aware of the high use of social media amongst the LGBT community and thought that this could be a positive and inexpensive marketing tool for accessing the LGBT community.

London 2012 was unanimously cited as a positive experience and a real opportunity for exposure to new and diverse sports, but there was also an acknowledgement that there had been a 'wider buzz' about the Olympics and Paralympics that had encouraged people to get involved.

Good Practice Example: European Aquatics Championships London

In the Early stages of planning for the LEN European Aquatics Championships in London, CEO, Tom Chambers approached Pride Sports for advice on how to include LGBT people at the event, both in terms of spectators at the elite event and participants in the Masters event. Subsequent to this conversation, the event team:

- Consulted with an LGBT Masters swimmer from London, who became an ambassador for the event
- Placed a prominent advert in the programme of the IGLA (www.igla.org) World Championships 2015
- Forged links with London's LGBT swim club, Out to Swim
- Included information for LGBT participants about LGBT London in the event welcome pack

LGBT Fan Groups

The past two years has seen exponential growth of LGBT supporters groups in English football, with official recognition of the new fan organisations at 22 professional clubs . In 2014 the Pride in Football[32] network of LGBT fans groups was established to enable these groups to communicate more effectively and share good practice.

This project wanted to examine what impact these groups have had on individual football fans, and what fans felt the benefit of LGBT organised groups had been.

Discussions were facilitated at two LGBT fan groups examining the impact of the groups on members' attitudes to, and attendance at, football matches and other sporting events and considering the recent growth in LGBT fans groups.

The groups surveyed both represent teams in the Premier League; one has been running for several years and the other formed in 2015. Both have significant membership (the long running group has around 500 members, the newer one has just over 100). One is London based, whilst the other is based in the Midlands. Both had been formed to make LGBT supporters feel more welcome in the stands, home and away, through working with their clubs to reduce LGBT- phobic behaviour and support opportunities for LGBT fans to socialise.

In discussion, though membership of the groups chosen to participate in the consultation was quite different, with one having more members with Season Tickets and so more members regularly attending games, similar themes and comments recurred.

The following direct benefits of fan group formation were identified:

- Increased visibility of LGBT fans at stadia through Banners displayed in the ground, pitch parades, signage, board messages, programme notes, media coverage and through Clubs sharing Logos
- Visible interaction of LGBT supporters in Social Media
- LGBT supporters are more aware of other fans from this community and are able to meet them
- Clubs have reiterated messages promoting Inclusion and condemning Prejudice
- Many fans and commentators commend Clubs as being 'forward thinking'

32 http://prideinfootball.co.uk

- Some LGBT people are returning to the game or going to support a team for the first time
- Some LGBT fans report feeling more comfortable being themselves – perhaps evidenced by 'coming out' to neighbouring season ticket holders
- LGBT fans are socialising with peers at rival clubs on matchdays

Whilst indirect benefits of LGBT Fan Groups formation were perceived to be:

- More fans in general seem prepared to challenge and/or report LGBT-phobia in the stands
- Fans in general and some members of the general public may sense that Football is changing (for the better)
- Fans in general may be having a more pleasant stadium experience
- Increased visibility of LGBT fans in the local media and as pundits
- Overt LGBT participation in other Fan Groups and Campaigns – such as Supporters' Trusts
- Through sharing experience and good practice via Pride in Football, LGBT group officers are forming links and working together with LGBT supporters at other clubs

Whilst more research is needed to evaluate the impact of these fan groups, it is clear from the experience of the groups themselves that they are providing routes into spectating for members of the LGBT community who would not otherwise be actively engaged in following football. They are also improving the spectating experience of existing fans by providing a community of LGBT football stakeholders and promoting messages of inclusion.

Trans Spectators

The LGBT football fans groups surveyed both included trans members and there is growing evidence that transgender fans value LGBT fans groups in terms of re/engaging with live football.

However, participants of the trans focus groups and discussions elsewhere within this project did not attend live sporting events and expressed expectations of transphobia in these environments resulting in social anxiety.

Volunteering in Sport

The majority of volunteers from the LGBT sports clubs were active participants within their clubs and a number of them, who coached, also volunteered in mainstream clubs in both juniors and adult sections. Consultation revealed that LGBT sports club volunteers have also assisted at mass sports participation events e.g. London 2012, Parkrun, and local 10K club races.

Difficulty was expressed with recruiting and retaining volunteers, particularly with recruiting volunteers into committee roles. Volunteer exhaustion and burn out was a recurring theme as well as the challenge of volunteers managing and developing other volunteers. Investment and capacity building of volunteering was seen as a priority for a number of club representatives.

Meanwhile, recent data shows that 12% of UK residents volunteer in sport[33] although no insight is currently available in relation to sexual orientation and gender identity. We do know, however, that differences in sport volunteering across communities generally reflect sports participation, which would suggest low levels of volunteering in sport from large sections of the LGBT community across the board.

Research into volunteer pathways shows that people engage with volunteering at different stages of life and with different motivations. In midlife, for example, cisgender heterosexual people may volunteer by providing support for activities undertaken by their children[34] LGBT people are less likely to access volunteering through this route. They are less likely to be parenting children per se and early experiences of homophobia and transphobia in sport may serve to de-motivate those who do have children from getting involved in their child's sporting activities. Fears and experiences of homophobia and transphobia, cissexism and heterosexism may also deter older LGBT people from volunteering in sport, whilst the latest data shows numbers of older sports volunteers are growing nationally.

Our discussions with volunteers engaged in LGBT sport delivery revealed that motivations vary for lesbian, gay, bisexual and transgender people in the same way they do for heterosexual cisgender volunteers. There are those who volunteer to develop skills:

> "The reason I did that [volunteered] was purely that, and this is quite selfish, if you learn something knowing you've got to teach it to other people, then you learn it better"

Those who volunteer for philanthropic reasons, or 'mutual aid'

> "I came here, there was no gay [sports] club and I thought, "let's change that" and then one thing led to another. So, was I doing it for the community? Yes, I was doing it for the community, but I was also doing it for me"

33 Motivations of Sport Volunteers in England, A review for Sport England, 2016

34 https://www.gov.uk/government/publications/community-life-survey-2014-to-2015-data

Those who engage for social/activist reasons

> "Before I began volunteering, it was mainly the practical reason of raising awareness. But as I began to run the events, I loved the space it gave for different communities to come together and engage in or talk about an activity that they loved. Sport, at its core, is amazing for doing that"

And those who engage for a combination of reasons

> "I volunteer with a sports club I guess mostly for selfish reasons. It makes me feel much more part of the group/club/community than if I simply attend something. It allows me to have a say in how my environment is shaped and I can put my own stamp on something and shape the way the club is run. Needless to say, volunteering my time for others makes me happy - happy for the knowledge that my actions matter to others and make a difference to them. Volunteering my time makes me feel like I belong, it is great to work on a project with other volunteers and share the success or struggles"

Or whose motivation has changed over time

> "What motivated me was the fact that I could see a massive gap for trans people and people had said they'd like to swim, including myself. Now it's that I can see how much it means to people – people who keep coming back and who look forward to it and people who come for the first time and say how amazing it is to be in the water again after years"

The majority of those from the focus groups in London and Manchester felt that potential negative attitudes towards LGBT people presented no barrier to volunteering in 'mainstream' sport, however, issues of heteronormativity were raised as a de-motivator by one participant:

> "The number of times I'd get asked "what did you do for your first wedding anniversary?", "What did you get for Father's Day?" it was just automatically assumed…[you were heterosexual]"

Whilst a range of negative attitudes was raised by another:

> "When I volunteered there was a culture of accepting negative attitudes because they are desperate for volunteers…While not always homophobic, I suppose the sort of language and tone of a 1990s PE teacher. So I have seen one laugh at someone for performing badly to the other extreme of making comments about a 15-year-old girl who had her hair cut short. It's just a very old fashioned attitude that doesn't attract new people or make anyone feel welcome"

And another was unsure which factors were instrumental in her being 'side-lined' on occasion within the mainstream club in which she volunteers as a coach:

> "It took a long time to be accepted as a coach….I don't think [the club] was homophobic to me, but I think that if I'd been a bloke, if I'd been English and had I been straight, it would have been easier"

Bearing in mind the apparent crossover of a number of the LGBT volunteers into mainstream clubs, particularly in coaching roles, it may be that experiences of coaching in LGBT clubs develops confidence to volunteer as a coach more widely. However, this question was not asked of participants and therefore further investigation would be needed to draw any conclusions.

Sport England's own research suggests 'sports clubs need to integrate members as far as possible into the social aspects of the club to develop these rewards of membership and an identification with the club'[35]

IT WOULD THEREFORE SEEM THAT WIDESPREAD EDUCATION ON CREATING LGBT INCLUSIVE ENVIRONMENTS, WHICH VALUE LGBT VOLUNTEERS IN SPORTS CLUBS IS ESSENTIAL IF WE ARE TO CREATE REAL OPPORTUNITIES FOR LESBIAN, GAY, BISEXUAL AND TRANSGENDER PEOPLE TO VOLUNTEER IN SPORT.

35 http://www.sportengland.org/media/10205/motivations-of-sport-volunteers.pdf

Good Practice Example: London 2012 Olympic & Paralympic Games

LOCOG wanted to ensure that its volunteer workforce reflected the diversity of London. They set a measure for success for LGBT inclusion at 5%-6% of the volunteer population and measured this by asking questions about sexual orientation and gender identity on volunteer application forms. They partnered with 100 LGBT organisations and agreed action plans in relation to the promotion of volunteering opportunities at the Games.

Internally, they worked within LOCOG to ensure that LGBT participation was valued; hosting guest speakers, establishing an LGBT staff network, providing training in unconscious bias for recruitment staff. Ultimately, LOCOG hit their target and LGBT people became an integral and representative part of the volunteer workforce for London 2012.

JuliusKielaitis / Shutterstock.com

Young People

Information already available on LGBT young people and sport is limited. It is an area which is under-researched and which has had relatively little focus over the years. The efforts of youth organisations to represent the views of young people have given us a good insight into what young people see are the barriers to sport and physical activity and whilst more could be done, there is a good base to use as a starting point here. Overall there is little information available, which demonstrates best practices in supporting LGBT young people into sport and promoting increased activity in young people. With the limitations on time, we therefore concentrated on digging deeper into the areas where there was less written or understood. This section identified people who had been involved in specific initiatives and conducted in depth interviews with those people.

Interviews took place with 8 different projects or initiatives as well as a further interview with BUCS, the overarching body for student sport. In addition some of the research from the other strands of this work are woven into the findings in this section.

What Young People Think

Metro Centre's 'Youth Chances' project is still currently ongoing, but in its published first findings[36], sport is highlighted alongside religion as places where young people feel 'substantially less accepted'. An LGBT Youth North West report[37] points to early experiences at school as a place where LGBT young people first start to feel intimidated or alienated by sport, and goes on to look at the many barriers which young people cite and experience. These include policy and the visibility of a welcome environment, changing facilities and spaces for hanging out whilst off the field of play, previous experiences at school or in community clubs, role models and many more.

Perhaps more positively though, notwithstanding the barriers which exist, young people are not necessarily uninterested in particular sports, they may simply have a lack of knowledge about play or access[38]. This might be because they have had little opportunity in the past and this could present an opportunity to any sport wishing to create some bespoke pathways.

A strong feature which emerged through many of the interviews was the experience which many young people have of sport representing and often reinforcing body images which are either seen as unattainable or alien and can mean at best that young people do not see themselves represented there, and at worst can be connected to issues of poor self-image, low self-esteem, mental health and self-harming. Many initiatives within youth work in particular were seen to be undertaking activities, which can reclaim enjoyment of ones body, and working away from issues of shame. There is often an awkward relationship between sport and many of these issues.

36 http://www.youthchances.org/wp-content/uploads/2014/01/YC_REPORT_FirstFindings_2014.pdf

37 http://www.lgbtyouthnorthwest.org.uk/wp-content/uploads/2013/01/Including-LGBT-young-people-in-sport1.pdf

38 http://www.igualdad.ull.es/archivos/documentacion/RFL%20LGBT%20Research%20doc%20FINAL%20APRIL%2012.pdf

Where We Find LGBT Young People

We identified 4 arenas where young people might be found.

1. Young people who are within the education system through school, college or university.

2. Young people who are found within the youth work sector and participating in non-formal and informal learning. These include LGBT specific initiatives and non-LGBT specific initiatives.

3. LGBT young people who are already taking part in sport either through an LGBT sports group or a mainstream group.

4. Young people who are not found in any of the above arenas and who are furthest away from sport or physical activity. These are the hardest to reach young people.

This particular piece of work looks at the first 2 of these arenas, and the 3rd to a lesser extent. It has not had the scope to investigate the fourth group.

Youth Work Settings

THE GREATEST CONCENTRATIONS OF LGBT YOUNG PEOPLE ALL TOGETHER CAN BE FOUND IN LGBT SPECIFIC YOUTH GROUPS UP AND DOWN THE COUNTRY.

In the main, youth workers tend towards dealing with matters of welfare (especially housing, employment and poverty related), health (especially mental health) and personal or social issues (such as identity and coming out, interpersonal relationships and communities) as these are the most prevalent issues young people present with. This generally means that sport and physical activity programmes are recognised as a crucial element of wider health and wellbeing, but are seldom seen as a key priority. Notwithstanding this, all projects we spoke to were able to identify discrete projects, which had been funded for a specific or targeted piece of work on sport or physical activity.

The kinds of projects identified were wide ranging and included cycling projects, canoeing trips, horse riding workshops, Pride Youth Games (see below) and many more.

There were few examples to point to regarding lasting legacy or evidence of increased uptake of sport as a result of these initiatives. Interviewees were asked to talk about and cite examples of young people who had continued on a sporting pathway beyond the life of the initiative itself. Even where initiatives which were designed to increase sport and physical activity were seen as successful, there weren't many examples of continued pathways and those which were appeared to be where youth work staff happened to hold this knowledge rather than any deliberate follow through.

Where those continued pathways did exist though, a key element in making this successful appears to be the skillset of the sports staff or coaches involved. Having good sports coaches for example can ensure that a project is not just a highly enjoyable experience for young people but that it has a greatly enhanced impact in terms of young people's attitude and engagement to sport, and increase any likelihood of further interest and participation. There were examples of projects where a resource had been secured but there weren't any sports staff or coaches involved to deliver this in the best possible way.

Another variable here relates to the skills and expertise of youth work staff. Sometimes staff who are LGBT identifying themselves have had similar exclusionary experiences and can also experience many of the same barriers as young people. Some occasions where a youth work staff member also happens to have skills, experience or background in sport, that staff member can be seen as a champion of the issues, as well as sometimes being able to deliver good sports sessions. One interviewee described this as the difference between trying to have a kick about with a football in the park to having a positive and inclusive play session.

For many, the nature and purpose of youth work is seen to be at odds with the way in which sport is generally organised. For example the competitive nature of sports can be seen to work counter to the non-formal methodologies of youth work and can be an uncomfortable fit.

Outdoor pursuits and outdoor education work have a rich history of being embedded into youth work. Such activity tends to have less of a competitive element within it, and can often have more obvious and tangible interrelated developmental outcomes such as confidence and skills building or team work. These activities are recognised as good entry points for young people, particularly those young people who are inactive. Future strategies would benefit from using these as clear starting points on a sports pathway rather than discrete one-off opportunities.

Good practice example: Pride Youth Games

Pride Youth Games has been run by LGBT Youth North West in partnership with Pride Sports for 6 years now. The event has concentrated on providing young people with enjoyable and positive experiences of participating in sports. For some people this has been getting them reconnected with sports they may have enjoyed before, for other young people this is a whole new experience and has taken them from being completely inactive through first steps of activity. Crucially the Games break down the barriers and associations, which young people have of LGBT people and sport.

The Games have followed a pattern of mixing newer sports with more traditionally organised team sports. Young people have enjoyed activities such as triathlon, orienteering, archery, climbing and cycling and even a bell boat regatta one year.

In some years, the group have delivered bigger events than others, usually driven by funding available. In 2015 for the first time, the Games were a collaboration with youth work partners in the rest of the UK. Held in Carlisle, the Games included youth groups based in Scotland and in Wales as well as across the North of England. In 2016, two Pride Youth Games events took place; a regional one-day event held by the Proud Trust (formerly LGBT Youth North West) in Manchester and a national weekend event hosted by LEAP Sports Scotland & Pride Sports at Stirling University.

Student Sport Settings

There is little evidence of a culture within student sport where specific LGBT participation initiatives exist. The NUS 'Out in Sport' research[39] showed that 59% of LGBT people take part in some form of sport or physical activity whilst at college or university. For those who don't, the same barriers discussed earlier are prevalent.

Most of the examples considered were where campaigns or drives were designed to change mainstream sports groups and clubs to better attract and include LGBT people. Many colleges

39 http://www.nus.org.uk/Global/Final%20Out%20in%20Sport_NEW_web.pdf

and universities or some of their sports groups were using the Stonewall Rainbow Laces campaign to raise awareness, and BUCS have the 'Take a Stand'[40] campaign, which they use to engage with colleges and universities on these issues. There are also some good examples of individual initiatives such as the University of York Boat Club who have developed 'Rainbow Wellies'[41].

There was a general consensus amongst interviewees that such campaigns were great at raising awareness and visibly highlighting that a particular sport or club was making an effort to better include LGBT people. There was also a caution though that using such initiatives needed to be a clear part of a wider strategy otherwise it was in danger of becoming a meaningless gesture.

As one interviewee put it: *'Rainbow Laces are all very well, but if that's all your club does then nothing has really changed for the better has it? In fact, what if someone sees that and goes to join in and still has a poor experience?'.*

An example of this in action is where Loughborough Student Union's 'Play with Pride' campaign has the demonstrable high level awareness element, but then dedicate specific club and match days to the campaign with discussions, interviews and so on to also look at culture change.

Interviewees also spoke to us about how to ensure that this work was able to continue in the longer term. This is also related to being able to measure the impact of campaigns which can be problematic when the length of term for a sports or equality officer can be 1-2 years at a time. Whilst most interviewees were able to talk about the importance of longer term cultural and behavioural change, there was also acknowledgment of the often competing desire to have high visibility, high impact projects and pieces of work where short term profile or impact could be seen to be related to their own legacy.

Some discussions with the student sports participants, pointed towards a culture of false belief where many college and university clubs believe that these are issues for the wider sport sector and that they don't exist within their own clubs.

ONE INTERVIEWEE SAID *'IT DOESN'T SEEM LIKE AN ISSUE BECAUSE NO ONE IS REALLY TALKING ABOUT THEIR OWN EXPERIENCES. CAMPAIGNS FOCUS ON INCLUDING **OTHERS** RATHER THAN **US**'.*

The NUS research indicates 17% of LGBT people currently participating in sport are not out in those settings. A project at the University of Central Lancashire found 14 people who were playing in sports clubs but who weren't out to their teammates for a variety of reasons. When this was fed back to the clubs in a training session, the reaction was surprise and disbelief.

40 http://www.bucs.org.uk/athlete.asp?section=18767&sectionTitle=%23TakeAStand

41 https://www.york.ac.uk/news-and-events/news/2016/events/annamarie-phelps-visit/

Good practice example: Lancaster University Student's Union

The Student's Union at Lancaster University undertook a project to specifically help transgender young people be more included in the sporting life of the University. The explicit aim was to get transgender people who are not participating at all to start participating and become active. The project has targeted change at personal, cultural and structural levels, and mostly worked with the 18-20 year old age group.

Structurally, the project analysed every single sport that was covered by British Universities and College Sport (BUCS) and looked at the rules around the acceptance and inclusion of transgender people, and best routes to accessibility.

Culturally, the project is working with sports groups and clubs within the University to help them to better understand how to improve experiences for transgender people within the club environment.

Finally at a personal level, the project works individually with transgender students, provides them with information about accessibility of sports, helps them to access the University clubs, and supports them in troubleshooting any issues which might arise and helping to get the best out of their experience.

Young People in Existing Sports Clubs or Settings

Findings of this report in this area are limited to young people's activity and participation within LGBT specific sports clubs.

On the whole, clubs weren't geared up to deal with under 18's. Many of them cited reasons such as safeguarding and the resources required to get yourself ready to deal with under 18's including Disclosure and Barring Service (DBS) checks. Others explained that they haven't had any interest from that age group therefore they haven't got anything in place.

There is a real urban/rural divide here where LGBT young people in rural areas are less well served by LGBT specific sports clubs, or where greater resources are required in order to participate. The other side of this is that we should recognise that where there is a large urban area and no current offer, then there is a huge potential market for sport.

General Learning and Feedback

Participants identified that one of the key barriers in preventing young people from accessing sport or activity, was the issue of being 'locked out' of sport from an early age. For many this related to the amplified manifestations of masculinity and femininity. For others this related to the strictly policed gender segregation that characterises sport, whilst for some the key messages indicative of sporting cultures were that gay guys don't really do sport, whilst lesbians should. There are further layers of exclusionary barriers for transgender young people where others don't know how to ensure that they are included in sport. Most examples of transgender young people cited a disruption in their sporting pathway at the point of embarking upon transition.

MOST INTERVIEWEES RECOGNISED THAT YOUNG PEOPLE ARE BEING ATTRACTED TOWARDS NEWER AND EMERGING SPORTS AS THEY DO NOT HAVE THE BUREAUCRACIES, INSTITUTIONS OR IN SOME INSTANCES THE REPUTATIONS AS THE OLDER MORE ESTABLISHED SPORTS.

Sports such as handball, floorball and dodgeball were cited. Roller derby in particular was mentioned by most interviewees and it was recognised that they were particularly good at marketing in a way that was appealing to a wide section of women, and the gender inclusion policy of the Women's Flat Track Derby Association was singled out as an example of good practice[42].

A very clear theme which emerged was having people who themselves were knowledgeable and clear on issues around sexual orientation or gender identity. This can be in relation to authenticity, trust, or even both.

That could be someone who themselves visibly or verbally identifies as an LGBT person and whom other people might look to as a role model. A role model in this circumstance doesn't have to be explicitly speaking up about specific issues but can be someone that young people can look to who is like them. One good example was the DISC youth group who had some canoe sessions and were taught by a woman who happens to be transgender, which seemed to be a real factor in ensuring that this particular initiative was successful. As another interviewee put it *'You can't be what you can't see'.*

42 https://wftda.com/wftda-gender-statement

Whilst the above example is good, this is not always possible or easy to achieve. In other circumstances, it is important that the individual who is leading at least has a degree of knowledge and understanding that enables LGBT young people to trust them and trust their learning experiences with those people.

Another related factor is being able to have the trust of LGBT communities when talking, researching or measuring this work. For example, someone delivering a football project to young people at LGBT Youth North West was a lesbian, the person leading the trans project in Lancaster is herself a trans woman, and the person at Central Lancashire gained the trust of many participants in their project by being a gay man and therefore thought to be a safe person.

One factor, which can facilitate success, is where an initiative focuses on individual support available to young people as part of the overall process. In some instances this might mean a welfare or pastoral support, whilst in other circumstances it simply means having time to find out the right information to properly signpost young people to ways in which they can continue with a chosen sport or activity.

INITIATIVES, WHICH ARE AIMED AT A BROADER POPULATION OF LGBT PEOPLE, ARE NOT IN THE MAIN REACHING LGBT YOUNG PEOPLE. NONE OF THE PIECES OF WORK, WHICH THIS STUDY FOUND, HAD A PARTICULAR SUCCESS IN MAKING THIS HAPPEN.

There were many examples of where the 'numbers game' can come into play against targeted work. Where many sports bodies are measured on their participation rates and levels, there is a disincentive to them spending time working on equality groups where the numbers who engage might always be lower overall. Or where sports facilities judge success based on numbers who turn up to play, this can fail to take into account the more difficult journeys that some have taken to get there. One example we heard was of a local football facility telling an LGBT youth group that they couldn't continue to give them their booking as there was a much bigger group who wanted to use the pitch at the same time.

Of course it follows that if we struggle to identify LGBT young people who are finding their way into, and participating in sport, we will particularly struggle to find LGBT young people who have made their way into positions of coaching or leadership. We also know that there are many indirect pathways into sport for the mainstream population, yet less of our efforts in engaging marginalised young people ever appear to be focused on these. These pathways in the wider ecology of sport can be found in things such as volunteering, fan groups and so on.

In summary, the initiatives which are most successful:

- are delivered with the expertise of more than one partner e.g. where a youth work project has a sports sector partner helping or supporting the work;
- are not discrete initiatives delivered with flash in the pan funding;
- work in partnership with LGBT communities which could mean involving LGBT people in delivery;
- embrace a range of outdoor activity and newer and emerging sports as valid ways to engage young people, often blending this with some of the more established sports;
- recognise that an LGBT specific initiative which might exclusively target or reach LGBT young people can often be a necessary entry point to a sports pathway, particularly for the inactive population;
- involve opportunities to support young people's individual sports pathways to capitalise on positive engagement experiences. This is particularly crucial in the steps between an LGBT specific and a mainstream sports experience;
- fit into a more strategic plan or a longer term strategy of targeting change;
- might involve an element of high profile awareness raising, but know that this is not enough in itself to create effective change;
- recognise and work with differing gender identities including non-binary and transgender young people rather than being exclusionary.

Trans Participation

Transgender people currently account for an estimated 1% of the population[43], with 20% of those people accessing medical support around their gender. The term 'transgender' within this section of the report refers to any person whose self-identity does not conform unambiguously to perceived conventional notions of binary gender. This includes non-binary gender identities.

When looking at the issue of sports participation, it is important to understand this in the context of the lives of transgender people in England. As outlined earlier in the report, transgender people are subject to multiple intersectional societal discrimination in every area of their lives. Whilst these issues are not all specific to sport, they do impact on the ability of transgender people to participate effectively in sport and physical activity.

Trans people's ability to define their identity in law is dictated and defined by bureaucratic systems that lack ease of use and transparency. In every walk of life it is transgender people who are expected to adapt and alter themselves to work within the structures that society dictates based on a gender binary that can be limiting for cisgender people but doubly so for transgender people.

Specific issues such as changing facilities, poor Trans participation policy provision, lack of training for staff, perceived risk of transphobia from staff and other service users, ineffective targeted campaigns to increase participation all contribute to denying Trans people good access to physical activity and sports based facilitates and clubs. Once Trans people have disengaged from physical activity and sport, often at school age, their ability to reengage may be much less likely in the future.

Meanwhile, as outlined earlier in this report, many of the self-identified 'LGBT' sports groups are currently not attracting trans participants, and when asked what they were doing to meet the additional needs of the trans community, had limited insight into barriers to participation and strategies for dealing with these barriers.

Further investigation focused on trans-specific community offers, and, in particular, focus groups and interviews with organisers and participants of the following projects:

- Marlin (Manchester)
- TAGS Swimming (London/Birmingham)
- Trans Can Fit (Brighton)
- Trans Active (Sheffield)

43 http://www.gires.org.uk/assets/Medpro-Assets/GenderVarianceUK-report.pdf

Marlin

Marlin is a transgender community swimming group based in Manchester that was established in 2009 following stakeholder engagement to establish need. It is the longest running trans specific community based sporting group in England. It is a volunteer led, constituted community organisation.

Marlin runs on a monthly basis typically attracting 10-20 participants and is free at the point of access. During the development of Marlin, the organizers generated initial funding for their first pool sessions from the proceeds of a community calendar. Manchester City Council provided support by negotiating a good rate for pool hire. Manchester Pride provided further funding to support the group by helping to fund flyers and a website. Pride Sports now provide ongoing financial support.

Now in its seventh year, the group is well-established and highly regarded resource for the local Trans community.

TAGS Swimming

TAGS (Transgender and Gender Non-Conforming Swimming) is a constituted community interest company, which operates safe space swimming sessions in London, Birmingham and Leicester for transgender people. The project was established late 2014 after consultation with the local transgender community.

TAGS is volunteer led and has achieved sustainability in London, where attendance figures are good, although the initiative is still in the process of establishing itself outside London. In the past the TAGS has provided safe space yoga but this is currently in hiatus.

The local authority in London has provided support, whilst Birmingham LGBT's Activate initiative has also offered support for the initiative.

Typical service user numbers vary between 10-15 at each session and it is hoped that TAGS' delivery model can be franchised to more areas in the future.

Trans Active

Trans Active is a Sheffield based transgender physical activity community group that was established in March 2014. Members of the local transgender community carried out stakeholder engagement to establish which physical activity transgender people wished to take part in, but wanted to do so in a safe space environment.

Initial support was given from Sheffield Gender Identity Service to help establish Trans Active and ongoing support is still provided by a member of staff. Trans Active is a constituted organisation

with a committee that oversees its running. There are no paid staff in post, and the organisation is run entirely on a voluntary basis.

Currently the project offers service users swimming and badminton, but has plans in the future to extend its offer to include sailing and archery. Plans for camping excursions and residentials to local outdoor activity centres are in place and the group is in the process of restoring a racing dinghy for service users to utilise.

The service is funded via small charitable grants to allow service users access to activities for a small subsidised fee.

Attendance numbers for swimming currently vary, 8-15 is a typical range. Badminton has only recently started and attendance is currently around 5.

Trans Can Sport

Trans Can Sport is a Brighton based transgender physical activity community project established in late 2015 that received initial funding from the local authority in Brighton and Hove. After a period of initial development they began to deliver services early in 2016. Stakeholders were engaged through meetings with transgender peer support projects in the local area and a programme of activities developed based on feedback.

A range of fitness sessions have subsequently been delivered, including boxercise, cardio workouts, weight lifting and yoga. Additionally subsidies have been provided for service users to attend the weekly transgender swimming sessions provided by Brighton and Hove City Council.

The project is only just beginning to establish which activities it wishes to engage in going forward after recently receiving further funding from the local authority.

Benefits to Service Users of Trans Specific Provision

From the focus groups it was ascertained that the primary benefits service users felt that they gained from participating in trans-specific provision could be grouped into the following six areas:

- Safe Space
- Appropriate Facilities
- Social Interaction
- Improved Mental Health
- Improved Physical Health
- Community Ownership

Safe Space

Participants agreed that a transgender specific space where they do not feel threatened by potential discrimination from cisgender people was important. Where cisgender people were present during delivery, they had received transgender awareness training to allay concerns by service users. Participants felt that being amongst their peers ensured safety

> "I wouldn't come to a mixed sports session, I just wouldn't feel safe"

> "I'd worry about people being transphobic and/or cissexist"

> "Staff aren't trained properly, they don't know how to work with trans people"

Appropriate Facilities

All the facilities used by trans specific projects provided changing cubicles, which helped to make participants feel comfortable and subsequently able to engage confidently with the activities, they undertook. Where shower facilities were available these were also cubicled.

PARTICIPANTS FELT IT WAS IMPORTANT TO THEIR OVERALL EXPERIENCE TO BE ABLE TO CHANGE, ENGAGE IN AN ACTIVITY AND THEN SHOWER POST ACTIVITY AT A VENUE.

They felt that if this weren't possible it would act as a barrier to their participation with many advising they simply wouldn't take part.

> "Cubicled changing facilities mean I can get ready without having to be self conscious about others looking at my body because I look wrong to them"

> "Even with other trans people I wouldn't feel comfortable in a communal changing area"

> "Cisgender people say things like "why be so shy" about changing. That's easy for them to say, they're not the one being looked at".

Social Interaction

All participants felt that being able to socialise with their peers whilst participating in an activity held benefit for them that was different to peer support groups. The activity itself became the focus and their appearance and gender identity by proxy didn't single them out as it might in cisgender-based spaces.

Many reported feeling socially isolated and valued the ability to interact with other trans people whilst engaging in an activity.

> *"I used to feel really isolated, I really look forward to these sessions now as I've made friends here"*

"I don't want to talk about being trans when I come to swimming, I just want to swim"

"This is a lifeline for me"

Improved Mental Health

Participants advised their mental health and wellbeing benefited from engaging in the physical activity. All reported marked improvements in their mood and could see how engaging in physical activity had benefitted other areas of their lives. Self esteem and confidence were named as two aspects everyone felt had developed positively via their participation. Participants also felt that anxiety around their body, related to their gender dysphoria was lessened.

"I feel more confident about my body, I can manage my dysphoria better than I used to"

"I'm more positive and have more energy"

"I have so much more confidence in myself, I feel less social anxiety than I used to"

Improved Physical Health

Participants felt healthier and many found that engaging in a given physical activity had led to them becoming more active in other ways. Several participants also highlighted that they needed to lose weight to enable them to have surgery.

"I'm feeling like I have a lot more energy than I used to, I was pretty lazy till I started coming"

"Just being able to move my body is great, it's been so long since I could do that"

"My asthma has benefitted from doing exercise"

Community Ownership

Participants felt transgender ownership of transgender-based projects was also important to them as being able to carry out the activity. There was distrust of cisgender led organisations and a perception that, regardless of sexuality, these organisations would not meet the needs of transgender people adequately.

PARTICIPANTS EXPRESSED DISSATISFACTION AT LGBT ORGANISATIONS IN PARTICULAR AND FELT THAT TRANSGENDER PEOPLE WERE JUST BOLTED ON OR ENGAGED WITH IN A TOKENISTIC MANNER BY THESE ORGANISATIONS.

Participants believed that mixed LGBT groups would not work for them.

> "Nobody seems to provide services that take our needs into account"

> "There's an LGBT sports thing running but they never bothered to ask the trans community what we wanted"

> "I'd got back into doing physical activity myself and seen how much it benefitted me, but I really struggled to do that, there had to be a way to make that easier for other trans people"

Conclusions

It is clear from the review of the available literature that significant barriers to participation continue to exist for lesbian, gay, bisexual and transgender people in sport and that whilst community activation has been in existence for more than twenty-five years, this can generally be characterised as ad hoc responses initiated by individuals or groups of enthusiasts.

Bearing in mind this lack of strategic development, however, England's many LGBT sports clubs and initiatives should be seen as a triumph of self-organisation and community activism. A lack of investment in LGBT sports participation over a number of years, however, has lead to a community sports sector, which is facing challenges in meeting the demands of those most in need of their provision.

With a few exceptions, LGBT sports clubs are, on the whole, struggling to address inactivity amongst a population, which may be showing more signs of interest in sport than previously, and who see their natural home in the LGBT sports sector. Groups are facing issues regarding facility availability, lack of funding, and lack of coaching staff to provide sessions for beginners, or differentiated sessions for a diverse club membership.

Despite the lower average age of 'coming out' as lesbian, gay or bisexual, now considered to be 15 by Stonewall (2010), and the increase in children and young people identifying as trans, none of the clubs consulted for this study reported membership under 18 and many were reticent to consider the added bureaucracy of safeguarding that came with admitting junior members.

LGBT sports clubs are, with a few exceptions, currently not meeting the needs of trans people, with very few trans participants represented amongst their membership. Clubs have not had the support and guidance to consider the additional barriers faced by transgender participants.

At the same time, the ability of trans people and their communities to demarcate their own spaces and projects and have ownership of these is important to a community that may feel it has been historically marginalised by those it would see as allies; the lesbian, gay and bisexual community. The handful of grassroots sports initiatives recently established within the trans community should be valued as providing unique opportunities for trans people to take part in sport, free from transphobia and cisnormativity. However, it should be acknowledged that due to small numbers, theses initiatives are unlikely to become sustainable, and require on-going investment.

More recently the introduction of the Equality Act 2010 has seen initiatives by local authorities such as Leeds LGBT Sport and Brighton's trans swimming session. These projects represent a mainstreaming of LGBT sports participation, which has been a result of scrutiny by internal and external stakeholders and which should be applauded. These initiatives are unfortunately few and far between.

Meanwhile, Birmingham LGBT's Sport England funded Activate project is successful in engaging inactive people from the local LGBT community both through direct service provision from its base close to the local 'Gay Village' and through support to LGBT sports clubs. The success of this project is being attributed to pre-existing relationships with clubs, and community confidence in the organisation's track record of sports activity, as well as an onsite facility, which is clearly identified as an LGBT owned space.

A significant gap in provision exists for young people who may feel 'locked out' of sport from an early age for reasons described in detail earlier in this report. Whilst some good work is taking place in universities at present, this is generally being led by young people in sabbatical or volunteer roles and not strategically by the institutions themselves. This presents a risk to comprehensive and continuous inclusive action.

In youth work settings, sports and physical activity offers can vary from project to project and may reflect a relationship between individual youth workers and sport itself, although a range of positive examples of sports programming do exist. Formal pathways from these programmes to community sport are not widespread, however, and the long-term impact on continued participation of sport and physical activity programmes in LGBT youth work settings has not been evaluated.

Whilst leadership is seen as key in motivating LGBT young people to participate in sport, the lack of investment in LGBT sport in general has resulted in a lack of leaders in community sport, both to work with inactive LGBT people in a community setting, and to act as role models for young LGBT who may have recently faced hostile sports environments in school PE. Investment in LGBT leadership roles is key to the engagement of more LGBT people in sport.

In terms of spectating, the flourishing LGBT fans groups in football are providing new and unique ways for LGBT people to engage with their sport, and may eventually provide inspiration across other large established professional sports, such as rugby and cricket. The benefits of these groups can be seen in terms of their value for money and their organisation by volunteers from the community itself.

In other areas, there is potential for events promoters to benefit from reaching out to the LGBT community, highlighting a diversity of sports, which may not come with the same 'baggage' as football, and some of the other highly gendered sports most people associate with their school days.

Glossary

Biphobia
Used to describe a range of negative attitudes or behaviours that a person may express towards bisexual people

Bisexual / Bi
Used to describe a person / people who have an emotional, physical and / or sexual orientation towards more than one gender

Cisgender / Cis
Used to describe a person / people whose gender identity is the same as the biological sex they were assigned with at birth

Cisnormativity
The assumption (either by individuals or organisations) that everyone is cisgender

Cissexism
Describes a form of sexism which reinforces gender binary norms

Coming out
The process that describes a person accepting, or identifying with their own sexuality or gender identity

Gay
Used to describe a person / people who are emotionally, physically and / or sexually attracted to members of the same sex and / or gender. Commonly used to describe men but also used to describe women.

Gender binary
The assumption that there are only two genders (male / female)

Gendered
Related to, or specific to a particular gender

Gender fluid
Describes a dynamic mix of gender identity

Genderqueer
Describes a person or people who do not identify as the binary male / female gender identities

Gender identity
Describes the internal perception of your own gender

Gender reassignment

Used to describe a person's transition between gender identities. This may or may not involve medical interventions such as hormone therapy, surgical interventions, hair depilation and speech therapy in some combination.
Gender reassignment is a protected characteristic under the Equality Act 2010

Gender Role

The socially constructed roles, behaviours, attitudes and attributes that are considered appropriate for either men or women (masculine / feminine)

Gender variant

Describes someone who does not conform to gender-based expectations of society

Hate crime

Crime(s) that target a person / people based on hostility or prejudice towards that person's sexual orientation, disability, race, religion or ethnicity

Heteronormative / Heteronormativity

The assumption (by individuals or organisations) that everyone is heterosexual

Heterosexism

Describes a form of sexism which reinforces heterosexuality

Heterosexual

Used to describe a person / people who are emotionally, physically and / or sexually attracted to members of the opposite sex and / or gender

Homophobia

Used to describe a range of negative attitudes or behaviours that a person may express towards homosexual people

Homosexual

Used to describe a person / people who are emotionally, physically and / or sexually attracted to members of the same sex and / or gender

In the closet

A term that describes hiding a person's sexuality or gender identity

Lesbian

Used to describe women who are emotionally, physically and / or sexually attracted to other women.

Glossary

LGBT
An abbreviation for Lesbian, Gay, Bisexual and Transgender

Mainstream
In this context, used to describe non-LGBT specific sports opportunities

Non-binary
Any person whose self-identity is not exclusively male or female—identities which are thus outside of the gender binary

Out
Used to describe someone who has openly revealed their sexuality or gender identity

Queer
Used to describe people who do not identify with traditional categories of sexual orientation and / or gender identity. This term is still viewed as derogatory in some contexts.

Section 28
Section 28 of the Local Government Act 1988 prevented Local Authorities from 'promoting' homosexuality, or promote the teaching of the acceptability of homosexuality in schools

Sexual orientation / Sexuality
The type of emotional, physical and / or sexual attraction that you feel for other people

Transgender / Trans / Transsexual
Any person whose self-identity does not conform unambiguously to perceived conventional notions of binary gender