

# Parkour UK Transgender Inclusion Policy

June 2026

Next review scheduled: June 2027\*

*\*This policy may be reviewed if / when there are any changes to legislation, and / or relevant codes of practice and case law. When the EHRC code of practice has passed its draft phase and commenced (likely July 2026), this policy will be updated to reflect this change.*

## Introduction

Our transgender inclusion policy is based on our responsibilities under British law. These are laid out in the Equality Act (2010), with further guidance provided by the Equalities and Human rights Commission (EHRC) Statutory Code of Practice for Services, public functions and associations, presented to parliament in draft on 21st May 2016\*\*. As British law, it not only applies to us leading a sporting organisation, but it also applies to all in wider society.

This policy applies to all competitive events run by or sanctioned by Parkour UK for those aged 16 and over.

## Legal Framework for Participation in Competitive Sport

The Equality act is focussed on nine 'protected characteristics', and covers discrimination, harassment and victimisation because of these characteristics. The two relevant characteristics for this policy are gender reassignment and sex.

In this policy we will use the language and definitions as per the code of practice (2016). **Sex** is defined as 'biological sex', to describe the sex of a person at birth, as recorded on their original birth certificate. It does not refer to gender reassignment or sexual orientation.

**Gender reassignment** refers to people who are proposing to undergo, are undergoing, or have undergone a process (or part of a process) to reassign their sex by changing physiological or other attributes.

## Competitive Sport

The act includes four types of exceptions for competitive sport. The two relevant here are sex and gender reassignment.

The act defines '**gender affected sport**' as sport where an average person of one sex would be at a disadvantage as a competitor against an average person of the other sex due to their physical strength, stamina or physique (physique may be stature, arm span, weight and muscle mass). It is important to note that the law is based on the average person and makes no provision for assessment of specific individuals.

Parkour skill, speed and style competitions can all reasonably be considered 'gender affected sport'. Whilst the exact challenge in one discipline may rely to a greater or lesser degree on physical capabilities, its influence on determining results is still significant. Strength, stamina or physique in the context of parkour may more specifically relate to explosive power, sprint speed, jump height, lower or upper body strength, grip strength, height and arm length & reach (this list is non exhaustive). It is on this basis that we will apply the exception for competitive sport.

The law requires us to consider 'fairness' and 'safety'.

Fairness is where one sex should not be disadvantaged as a competitor if required to compete against members of the opposite sex in a 'gender affected sport' and is our primary consideration for parkour.

Safety is primarily a consideration for sports that involve physical contact, such as rugby or boxing. We have not considered safety to be an issue in parkour due to the lack of any physical contact.

Participation in gender-affected activity which does not enable fair competition between men and women may amount to unlawful discrimination against competitors of either sex, if they are at a disadvantage due to the arrangement of the competition and its categories. This is important as it makes it clear that to be lawful, we must organise our competitions to ensure fairness as earlier defined.

## **Competitive Sport – Gender Reassignment**

Section 13.73 of the EHRC code of practice states:

*“Any sex-based rules or arrangements relating to participation in a gender-affected activity (read paragraph 13.65) should be applied on the basis of biological sex. Therefore, trans people should not be included in single-sex or separate-sex competitions for the sex with which they identify.”*

## **Our Policy Guidelines**

Parkour UK is committed to treating all participants with dignity and respect. Eligibility categories are established solely to comply with applicable law and to ensure fair competition.

Parkour UK will provide a competitive category in which every athlete aged 16 or over is eligible to participate. There will be two categories in which to compete depending on your eligibility and disclosure of personal data, defined thus:

**Female:** This category is for those who were female at birth, as recorded on their original birth certificate (independent of gender reassignment including a gender recognition certificate). Verification may be requested where there is a specific, reasonable basis to do so. The evidence required for verification would be an original birth certificate, not a gender recognition certificate. We may deem you ineligible to compete in the female category if you are not listed as female on your birth certificate or are unwilling to provide this evidence. You will be asked to confirm your sex at birth during the competition registration process. Anyone who does not wish to declare their eligibility for the female category and provide any personal data requested, is welcome to compete in the open category. Eligibility decisions will be made by the competition operations team who will review all competition entries.

**Open:** This category is open to all athletes and is not restricted by sex or gender reassignment status. We will ask during the registration process for those who wish to

compete in this category to confirm their eligibility. For clarity, this is the category in which athletes who are male at birth are eligible to compete.

## **Truthful and Genuine Declarations**

It is the responsibility of participants to make declarations and provide documentation that are truthful and genuine. If it is subsequently discovered that this is not the case then the competitor, as a Parkour UK member, will be subject to Parkour UK's published disciplinary policy.

## **International Competitions Eligibility**

This policy is specifically for competition held in the United Kingdom under the jurisdiction of Parkour UK. Eligibility internationally is a complex and varied situation based on the law and culture in different nations and under different federations rules and policies. Parkour UK will publish guidance on relevant international competitions, and their eligibility requirements, separate to this policy.

## **Competition for Children**

This policy only applies to those over 16. However, the Equality Act does apply to children. Organisers should consider the age and stage of development of the competitors and therefore to what extent the event is 'gender affected'.

## **Data Protection**

Any personal information collected for eligibility purposes will be processed in accordance with UK GDPR and the Data Protection Act 2018. It will only be used for competition eligibility verification and retained only for as long as necessary.

## **Appeals**

### Grounds for appeal

An appeal can only be made based on process (how the decision was made), not outcome.

### How to appeal

Athletes who believe an eligibility decision has been made in error may appeal in writing within 2 days of being notified of the decision. This must be sent to [info@parkour.uk](mailto:info@parkour.uk) and addressed to the Chief Executive.

### Appeals process

Stage 1: A three-person appeal panel will be formed of: the Parkour UK Chief Executive, a Parkour UK Board Member, and an independent member with knowledge of sports inclusion policy. The process will be completed within 5 days of you notifying us.

Stage 2: If you wish to appeal a decision made at step 1, you may do so by writing to the Parkour UK Board Chair within 2 days of being notified of this decision. This should be sent by email to [info@parkour.uk](mailto:info@parkour.uk). A three-person final appeal panel will be formed of: the Parkour UK Board Chair, another Parkour UK Board Member (who was not involved at stage 1), and an independent member with knowledge of sports inclusion policy. This process will

be completed within 5 days of you notifying us. This decision is final and there is no right of appeal beyond this stage.

## References

This policy is based on the Equality Act (2010) and the Equality and Human Rights Commission (EHRC) draft code of Practice (2026)

The Equality act can be accessed via the link below. Competitive sport exceptions are dealt with in section 195.

<https://www.legislation.gov.uk/ukpga/2010/15/contents>

The EHRC draft code of practice can be accessed via the link below. Competitive sport exceptions are dealt with in section 13.

<https://www.gov.uk/government/publications/equality-act-2010-draft-code-of-practice-for-services-public-functions-and-associations-2026/equality-act-2010-draft-code-of-practice-for-services-public-functions-and-associations-2026>

## Notes

\*\*The EHRC Code of practice was laid in parliament on 21<sup>st</sup> May 2026. This is for a 40-day period to allow for any debate. The guidance page states:

*“The Equality Act 2010 draft Code of Practice for services, public functions and associations (‘the Code’) is a guidance issued by the [Equality and Human Rights Commission](#) which provides clarity and practical guidance to those:*

- *providing services*
- *exercising public functions*
- *running associations*

*The Code is designed to help them to understand and comply with the Equality Act 2010 and enactments made under that Act, and to promote equality of opportunity (section 14(2) of the Equality Act 2006).*

*This document is in draft. It was laid in Parliament on 21 May 2026 in response to a legislative requirement. The Code has not yet commenced and does not currently have the force of law. It will only come into effect once it has been commenced.”*

<https://www.gov.uk/government/publications/equality-act-2010-draft-code-of-practice-for-services-public-functions-and-associations-2026>

Once this period has passed, it will be commenced and then have the force of law. It is important for us to publish our policy shortly before this date due to our upcoming British Championships (August 2026). Our policy will be updated once this code of practice is formally commenced.

If you have any queries regarding this policy, please contact us via [info@parkour.uk](mailto:info@parkour.uk)

