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THIS IS OUR GAME  
**THIS IS WELSH RUGBY**

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# Introduction

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John Miles

WRU National Squad and  
Community Game Medical

Jeremy Rogers

WRU Policy and Integrity  
Manager

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## WRU Integrity Team

What is our responsibility?

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Protecting the integrity and reputation of our game

OR A PLAYING FIELD. IT'S THE LAND OF OUR FATHERS. CROWDS? NO, THIS IS OUR FAMILY. THESE ARE NOT CHEERS. IT'S OUR INSPIRATION. AND THESE DAYS IT'S NOT JUST A MAN'S GAME.

THESE AREN'T JUST PLAYERS. THEY'RE CHAMPIONS IN THE MAKING. IT'S NOT A JERSEY. IT'S OUR SKIN. NOT A LAUGH. BUT A BOND. WE DON'T LEARN THIS BECAUSE IT'S THE OLD TRICKS AND TRAVERY. IT'S OUR DUTY. WE DON'T WIN OR LOSE.



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# Where are we on the transgender journey?



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# What progress have we made?

Transgender Working Group

Player Eligibility Case

Adoption of World Rugby Transgender Policy

Early Stages of Developing Policy





# WRU Transgender Working Group

Dr James Barrett (Lead Clinician GIC)

Dr Sophie Quinney (Specialist GP – All Wales Gender Identity Partnership)

Dr Leighton Seal (Consultant Endocrinologist GIC)

Kate Rose (Policy Manager Welsh Government – Transgender Female Athlete)

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Sarah Morgan (Diversity and Inclusion Manager, PHW)

John Miles (WRU Medical)

Clive Chard (WRU Safeguarding Manager)

Jeremy Rogers (WRU Policy and Integrity Manager)



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## Rugby Union ... Highly Physical Contact Sport



# What can we learn from other contact sports?



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# WRU Case study

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# Case study

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- 33 year old Male – Female
  - Transitioned 3-4 Years ago
  - 182cm, ?? kg
  - Submitted request to play 2019-20 season
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# Background

**SPORT**

[Home](#) [Football](#) [Formula 1](#) [Cricket](#) **[Rugby U](#)** [Rugby L](#) [Tennis](#) [Golf](#) [Athletics](#)

[Scores & Fixtures](#) [Tables](#) [Video](#) [All Teams](#) [English](#) [Scottish](#) [Welsh](#) [Irish](#)

## Transgender rugby player playing with 'a smile on my face'

By Ceri Coleman-Phillips  
**BBC Sport Wales**

22 August 2019 | Rugby Union

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**KELLY MORGAN**  
Porth Harlequins Ladies

**BBC SPORT WALES**

Kelly Morgan: Trans rugby player blazing a trail in Wales

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## Rugby is rightly an inclusive sport but until research disproves safety risk, transgender women should only play non-contact

[Follow](#) **BRIAN MOORE**

2 SEPTEMBER 2019 • 8:00AM

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"She's going to be a good, good player for the next few years, as long as we can stop her injuring players in training"

"She folded a girl like a deckchair during a game".

"I do feel guilty, but what can you do? I don't go out to hurt anybody. I just want to play rugby at the end of the day."



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# Case study

- Review of policy
- How do we build a panel?
- Who?

## AFLW draft requirements for trans women and non-binary people

### Applicants must submit to AFL:

Medical records, including a doctor's report, that shows their testosterone has been maintained below

**5nmol/L**

for at least 2 years prior to the date of application



### Where possible, data over 2 years which reveals their:

Height  
Weight  
20m sprint time  
2km run time  
Vertical jump score  
Squat  
Bench press  
Match raw GPS data (3 games if available)

Source: AFL Gender Diversity Policy

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Define Gender

Collate  
data

Meds

Policy  
review

Define  
panel

Legal

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# WRU Transgender Working Group

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Define Gender

Collate  
data

Meds

Policy  
review

Define  
panel

Legal

Panel meet

Case  
Discussion

Monitoring  
Process

Policy  
review

Implement

Educate



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# Comparative data

Name	Position	BW	Height (CM)
W1	Centre	67.2	165.0
W2	Wing	72.9	168.8
W3	Wing	62.3	165.5
W4	Centre	78.4	
W5	Outside Half	65.2	166.5

W22	Back Row	78.8	168.2
W23	Second Row	80.9	171.2
W24	Prop	88	
W25	Prop	100	170
W26	Prop	119.1	
W27	Hooker	86	164.5

Weight ??kg Height 165cm

# Player safety

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- Research?
- Weight category? Position specific?
- How do we monitor?
- Legal position for all stakeholders

# Learning points

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- Challenging process
- Detail / information vital
- Monitoring process vital
- Policy needs to be robust



# Implementation of the policy community rugby



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# How do we develop a safe and fair environment?



Inclusion

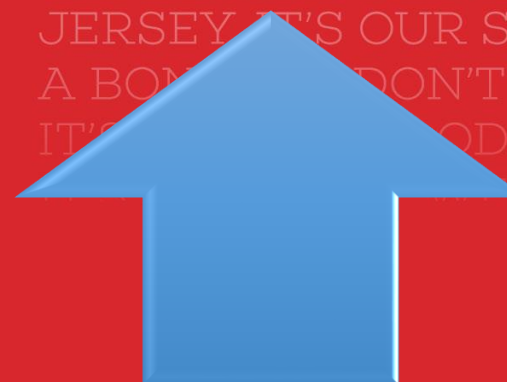


OR A PLAYING FIELD. IT'S THE LAND OF OUR FATHERS. CROWNED. THIS IS OUR FAMILY. THESE ARE OUR VALUES. IT'S OUR INSPIRATION. A WOMAN SAYS IT'S NOT JUST A MAN'S GAME.

THESE ARE THE BEST PLAYERS. THEY'RE CHAMPIONS IN THE MAKING. IT'S NOT A JERSEY. IT'S OUR SKIN. NOT A LAUGH. BUT A BOMB. DON'T LEARN THIS BECAUSE IT'S GOOD. THIS IS NOT BRAVERY. DON'T WIN OR LOSE.



Safety





# How do we change perceptions and implement the policy?





**ANY  
QUESTIONS?**

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