

# Resource 29: Flexible uniform policy

## Expectations about behaviour are met: Welcome

### Why have a flexible uniform policy?

It is increasingly recognised that some uniforms and uniform policies can exclude members of our community from participating.

A well-promoted flexible uniform policy will benefit all participants regardless of gender or background by supporting entry-level participation and ongoing involvement in participation pathways.

For example, wearing short skirts or lycra body suits for women and girls may impact in several ways. During puberty this may deter some girls from continuing in sport or physical activity as this is a crucial time in building positive body image. Providing uniforms that support building positive body image is important for all participants. Similarly, requesting removal of cultural and religious garments, for example, a turban or hijab, or stipulating participants must wear garments that are contradictory to their cultural or religious beliefs excludes members of the community from participating.

Another consideration is the cost: when combined with insurance, membership and match fees, purchasing a new uniform can exclude some members of the community from participating.

What is important is that uniforms allows for safe and full participation in the activity.

The following is a sample policy that can be modified to create a flexible uniform policy for your sport/SSA.

### Uniform policy

[SSA] recognises that some uniforms and uniform policies can exclude members of our community from participating.

[SSA] commits to modifying standard dress code to support the inclusion of all members of the community within proven limitations that may exist concerning the safety of participants. For example, consideration will be given to modifications that support religious and cultural beliefs and positive body image and also to flexible uniform arrangements to support reducing uniform expenses.

This may include, but is not restricted to:

- less restrictive, body-hugging attire
- the wearing of traditional head scarf or turban
- the wearing of leggings or tracksuits to cover legs
- the wearing of a long sleeve top to cover arms
- providing team uniforms
- convening end-of-season uniform swaps
- allowing at entry level like uniform vs. uniform to specification (e.g. light coloured long socks vs. long white socks with yellow stripes) for team uniforms to reduce individual costs.

[SSA] requires that headscarves are tied but are not fastened with any pins or sharp objects. Colours of headscarves or other garments must be in accordance with or resemble the official colours of [SSA/state] when in a representative team.

Where possible [SSA] will support individuals to source or provide individuals with headscarves or other garments in official colours when that individual is selected to a representative team. [SSA] encourages clubs to allow like colours or to support same-colour specifications to enable participation in club activities.

This policy will be regularly evaluated and revised. In the event of changes being accepted by the Board, the policy will be updated, dated and circulated to all stakeholders via the webpage and other methods deemed appropriate.

**Adopted by the Board:** <date>

**Reviewed and updated:** <date>

**Scheduled review:** <date>

Modified with permission from the Centre for Multicultural Youth 2006, *Culturally Inclusive Planning for Sports (CIPS) toolkit*, [www.cmy.net.au](http://www.cmy.net.au) and Australian Sports Commission 2010, *Sporting attire*, [www.ausport.gov.au](http://www.ausport.gov.au)

**Developed in collaboration**

Collaboration leader:



Source:

