

## Uniform and Dress Code within An Garda Síochána Diversity related provisions - July 2021

An Garda Síochána is committed to the highest of standards of appearance that are typical of a modern professional policing service and this entails embracing the ethnic, cultural and religious background of all members of the public. Diversity requirements will be positively supported, where possible and operationally safe, and when necessary following a risk assessment relating to the specific role to be performed.



The following developments, as contained in the Uniform and Dress Code Policy, may be of particular interest to our Diverse and Minority Communities;

**Religious Articles of Faith** of which members of the Sikh faith are obliged to wear can now be worn on duty. The five Ks are made up of:

**Kachera** (cotton undergarments worn by all Sikh people)

**Kanga** (a wooden comb, used to keep a person's hair groomed and well-maintained, worn under the dastar)

**Kara** (a symbolic iron bracelet)

**Kesh** (uncut hair, normally tied and wrapped in a dastar)

**Kirpan** (an iron sword or dagger of varying size, with a single, curved edge which can be either sharp or blunted) can be worn while on duty in uniform. It should be of the smaller size and worn underneath the uniform and is subject to risk assessment by the Garda Health and Safety Unit.

**Prayer Hats** - Uniformed members may wear a prayer hat (Kufi or Topi) or skullcap (Kippah) underneath the Official issue Garda cap, this should have no health or safety implications.

**Hijab** - Gardaí or Garda Reserve members may wear the traditional Muslim headdress (Hijab) underneath the standard issue cap. This will be official issue to the member and will be of navy matte material. The Hijab will have fastenings that are suitable for quick release and will be worn in such a way that the wearer's face, shoulder numbers and any other identification remain in view.

**Turban** - Turbans may be worn instead of the official issue cap on duty as required. The official issue material will be navy in colour and will only be issued to Garda Personnel on forwarding an approved application through the normal channels to Superintendent in charge of Procurement.

**Beards / Moustaches** - Beards and moustaches can be worn but must be neatly trimmed and tidy at all times. With the exception of established beards and moustaches that are between 0.5 cm and 2 cm in bulk, a clean shaven appearance must be maintained whilst on duty.

**Gender Identity and Uniform** - Any member of personnel undergoing transition or are of a gender identity outside the binary, may discuss with their supervisor, confidentially, the appropriate work wear that best fits their needs. The supervisor must obtain advice and guidance from the Equality, Diversity and Inclusion Office, who will liaise with the Policy Owner regarding any such query. The relevant Divisional Officer/Chief Superintendent or Principal Officer will then make a decision based on this advice and guidance.

*This document synthesises information as contained in the Uniform and Dress Code Policy. For further information please refer to the Uniform and Dress Code Policy which is available to view at [www.garda.ie](http://www.garda.ie).*