

Goulburn Public School

School Uniform Policy



<u>Policy:</u>	School Uniform Policy
<u>Number:</u>	DEC Reference No: PD/2004/0025/V01
<u>Source of Authority:</u>	Department of Education
<u>Implementation Date:</u>	March 2018

Signed

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Distribution: P & C Members, School Website, Goulburn Public School Staff

Purpose and Rationale of Policy:

To clearly state the school's student uniform for children attending Goulburn Public School. Schools are to review and document school uniform or dress code requirements in consultation with their communities and to develop strategies for the wearing of school uniforms.

School uniforms should reflect school community standards and be consistent with work, health and safety, anti-discrimination and equal opportunity legislation.

Reference Information:

NSW Department of Education School Uniform Policy: <https://education.nsw.gov.au/policy-library/policies/school-uniform-policy>

Code of Conduct: <https://education.nsw.gov.au/policy-library/policies/code-of-conduct-policy>

Student Welfare Policy: <https://education.nsw.gov.au/policy-library/policies/student-welfare-policy>

Work, Health and Safety Policy: <https://education.nsw.gov.au/policy-library/policies/work-health-and-safety-whs-policy>

NSW Anti-Discrimination Act 1977: <https://www.legislation.nsw.gov.au/inforce/f38c7dc7-ba45-ee6e-d61f-9c8e3cbd52cf/1977-48.pdf>:

Definitions:

A school uniform consists of a limited range of clothing, including footwear and headwear that caters for gender, cultural and social issues and complies with work health and safety, anti-discrimination and equal opportunity legislation. It identifies students as belonging to a particular school. It is expected that students will wear the uniform during school hours, while traveling to and from school, and when engaged in school activities out of school hours.

Policy:**1. Principles:**

Wearing of a school uniform by students will assist school communities in:

- provides security for children travelling to and from school
- providing an opportunity to build school spirit and pride
- enhances the health and safety of students when involved in school activities
- defining an identity for the school within its community
- developing students' sense of belonging to the school community
- promoting a sense of inclusiveness, non-discrimination and equal opportunity
- reinforcing the perception of the school as an ordered and safe environment
- increasing the personal safety of students and staff by allowing easier recognition of visitors and potential intruders in the school
- promoting positive community perceptions of public education
- making school clothing more affordable for families by eliminating the risk of peer pressure to wear transiently fashionable and expensive clothes.

A school uniform should:

- Cater for all students in the school community in a manner sensitive to gender and local cultural and social issues including cultural and religious diversity
- Meet requirements of occupational health and safety, anti-discrimination and equal opportunity legislation
- Promote the health and safety of students by identifying items necessary for particular activities e.g. items for sun protection
- Include items that are affordable, comfortable, made from easy-care and easy wear fabrics,
appropriate for activity and suitable for all body shapes
- Provide girls and boys with equal access to the full range of school activities
- Include strategies for promoting the wearing of the school uniform

- Be reviewed regularly and amended as needed

Uniform requirements:

- Result from consultation with staff, students and parents
- Adhere to with work health and safety, anti-discrimination and equal opportunity legislation
- Cater for all students in a manner sensitive to gender, social and cultural diversity.
- Include items that are affordable, comfortable, made from easy care and easy wear fabric and be suitable for all activities and body shapes.
- When changes occur in the school uniform, a transition period applies.

Legislative Requirements:

- Under the Work Health and Safety Act, 2011 the Department of Education must ensure that students are not exposed to risks to their health or safety while they are on Departmental premises.
- School uniform requirements must take into account these requirements. Anti-discrimination legislation contains two definitions of discrimination: direct and indirect discrimination. Both are against the law. Direct discrimination means treatment that is obviously unfair or unequal. Indirect discrimination refers to a requirement or rule that is the same for everyone but has an unequal impact and is unreasonable in particular circumstances.
- The implications of equal opportunity legislation are such that uniforms must enable both sexes to participate actively and safely in school life. In promoting the wearing of school uniform, principals must be sensitive to economic, personal, social and cultural factors affecting individual students and their families.

2. Implementation

- Students will be encouraged to wear school uniform through positive reinforcement.
- Everyone has a role in setting the standards for the school. Teachers and other school staff model appropriate standards for students. They should dress in a professional manner at all times.
- Students will not be disadvantaged where required uniform items are not available for sale.
- Conscientious objections by parents to the wearing of school uniform will be respected.
- Where children are attending official school functions or are officially representing the school the wearing of the school uniform is actively encouraged. Uniform items from the school clothing pool may be borrowed to allow all children to be suitably attired.
 - No student can be prevented from attending school, suspended or expelled because he or she is not wearing a school uniform.

- Students not wearing uniform will participate in essential curriculum activities except where exclusion is necessary for reasons of safety.
- Reminders of the correct uniform and expectations will be published regularly.
- The Department of Education supports the wearing of school uniforms by students and the upholding of high standards of dress by students and staff. The department recognises that NSW has a long history of school uniforms or dress codes being decided by the local school community.

3. Strategies to recognise and promote the wearing of school uniform

Positive approaches to recognise and encourage students who wear school uniform may include:

- Formal recognition of groups of students at assemblies or by other means
- Reference to the uniform as part of recognition and promotion of the spirit of the school
- Personal letters of acknowledgement to parents and students from the principal
- Positive comments in school reports about individual students who support the school ethos, have pride in their school and represent it well
- Reminders to students in practical classes that standards of dress have been agreed upon for the health and safety of students
- Involvement of student representative councils and other student bodies in developing, discussing and promoting school uniforms

Note 1: Despite the above strategies some students may not wear school uniform. Under certain circumstances, occupational health and safety legislation provides the basis for principals to require students to wear school uniform. Where the health and safety of the student or of other students would otherwise be compromised, students may be excluded from certain educational activities. Such action may also be required if a student's clothing compromises agreed upon school community standards articulated in the school uniform requirements, and might be considered damaging to the image of the school in the larger community context. Alternative educational activities must be provided in such circumstances. With the above exceptions, no student will have their access to learning reduced because they are out of uniform. This includes their continued participation in essential curriculum activities.

Note 2: Strategies that may assist for individual students resisting the wearing of school uniform include:

- Speaking to the student (preferably in private) to encourage wearing of the school uniform

- Providing a verbal warning to student
- Providing advice to the parents via a phone call or letter from the principal
- Inviting parents to the school to discuss the situation with the principal or another staff member
- Negotiating an appropriate course of action with the student and parents.

4. Responsibilities

- The Principal is responsible for ensuring the school uniform policy is developed and reviewed collaboratively with the whole school community.
- When the school community agrees on a school uniform, the principal will ensure that students are encouraged to wear school uniforms that meet agreed community standards and adhere to legislative requirements.
- Principals must provide parents or carers with the school's uniform policy and school uniform requirements.
- During any uniform transition period, the Principal will communicate any uniform changes and the end of the transition period to the community.
- The Principal will review all applications for assistance with uniform purchases and utilise the clothing pool in cases of hardship

Encouragement of School Uniform

The school will promote and encourage the wearing of school uniform through:

- Publicising the school dress code
- Ensuring all new parents to the school are provided with a copy of the dress code. This includes parents of Kindergarten students who are new to the school.
- Publishing the benefits of school uniform in the newsletters
- Recognising students who wear school uniform by praising them

If a student continues to not observe the uniform code, the school will:

- Speak to the student in private to encourage wearing of the school uniform
- Provide a verbal warning to the student
- Provide advice to the parents via a phone call or letter from the principal
- Invite parents to the school to discuss the situation with the principal or another staff member
- Negotiate an appropriate course of action with the student and parents.

5. Dress Code

- a) Our aim is for all students to wear full school uniform each day (except on special occasions or as directed e.g Mufti Days). During any transition period for new school uniform items, either option is accepted.
- b) All school uniform items, are available at the school P&C Association's uniform shop, see school for P&C Uniform Shop opening hours.

	Summer	Winter
Girls	<ul style="list-style-type: none"> • school shirt • navy skirt • black shoes • white socks • school 'sun safe' hat 	<ul style="list-style-type: none"> • school shirt – long sleeve • navy tracksuit pants/long navy trousers • school jumper/jacket • black shoes • white socks
Boys	<ul style="list-style-type: none"> • school shirt • navy shorts • black shoes • white socks • school 'sun safe' hat 	<ul style="list-style-type: none"> • school shirt • navy tracksuit pants/ long navy trousers • school jumper/jacket • black shoes • white socks
Additional items		<ul style="list-style-type: none"> • school beanie • school scarf

Students who represent the school in a sporting event such as soccer, football or hockey will be provided with a school representative shirt to wear at the event.

The wearing of jewellery is not encouraged. Students may wear small sleeper or stud earrings. Make-up, including nail polish, is not to be worn.

6. Evaluation

- Regular evaluation will occur with the whole school community. Documentation of the school's uniform policy, together with a brief statement about consultation undertaken will be filed.