

School Uniform Policy

(Ratified by School Council: July 2020)

PURPOSE:

This policy is developed by school council to outline, implement and enforce our dress code. At all times, the policy must satisfy human rights and anti-discrimination requirements as well as health and safety considerations.

The dress code outlined below is compulsory for all students attending Glen Waverley Primary School. It is applicable during school hours and during official school functions unless indicated otherwise. This is to:

- minimise discrimination.
- create a sense of collective and individual pride for students and the school community.
- enhance student identity and sense of belonging with the school.

GUIDELINES:

The school uniform policy will not discriminate either directly or indirectly, against students on the basis of their sex, race, ethnic group, nationality, political beliefs, religious beliefs, colour or disability.

The Ministerial Order under the *Education and Training Reform Act 2006* authorises School Council to develop and implement a dress code that states the clothing and other items worn, carried or used while outlining grooming expectations and general presentation of students.

Section 16(1)(c) of the Education and Training Regulations 2017, states that the Principal may determine the consequences to be imposed on a student for not wearing the school uniform in accordance with any determination of the school council on school uniforms, but the principal must be satisfied that the student's failure to wear the uniform was because of the student's disobedience, that the consequences must be reasonable and that the dress code policy has been brought to the attention of the students and parents.

Due to the collaborative manner in which the Uniform was initially decided, Section 42 of the Victorian *Equal Opportunity Act 2010* outlines that as an educational authority we may enforce reasonable standards of dress and appearance for students.

IMPLEMENTATION:

Our Dress Code incorporates a range of Uniform choices. An optional Polo and Bomber Jacket have also been made available for year 6 students. The majority of items are available at the on-site Uniform Shop.

The choice of uniforms available:

- Short Sleeve Polo or Long Sleeve Polo with school logo
- Windcheater with school logo
- ZIP FRONT JACKET with school logo
- Summer check dress - Blue and White
- Skivvy Green
- Straightleg Pant Zip - Navy
- Rugby Shorts – Navy
- Lycra Skort - NAVY
- Slouch Hat or Legionnare Hat - Navy
- White, Black or navy socks (suggested)
- Sensible, solid footwear - no thongs, slides or open toed footwear.

*NB Hats are compulsory During Terms 1, 2 (at Principal's discretion) and 4.

Additional, Optional Year 6 Uniform:

- Polo shirt – white short sleeved (with navy and school logo)
- Bomber jacket- Navy with school logo

For all Students:

- Long hair must be tied back
- No jewellery, other than watches, ear studs or sleepers to be worn.
- No makeup (including coloured nail polish).

Exemptions:

To comply with obligations under human rights and anti-discrimination legislation, a process for Uniform Exemption is outlined below. The exemption process should only be necessary in exceptional circumstances as our dress code has been developed to accommodate the needs of all students. The Principal is responsible for managing and conducting the exemption process.

Exemptions may be sought through written application, and addressed to the Principal, on one of the following grounds:

- where an aspect of the code prevents students from being able to attend school or participate in school activities on the same terms as other students because of the personal characteristics referred to in Human Rights and Anti-discrimination Requirements.
- where an aspect of the code offends a religious belief held by the student, parents or carers
- where an aspect of the code prevents students from complying with a requirement of their religious, ethnic or cultural background
- where the student has a particular disability or health condition that requires a departure from the dress code

- where the student or the parents or carers can demonstrate particular economic hardship that prevents them from complying with the dress code.

RELATED LEGISLATION:

- *Age Discrimination Act 2004 (Cth)*
- *Charter of Human Rights and Responsibilities Act 2006 (Vic)*
- *Disability Discrimination Act 1992 (Cth)*
- *Education and Training Reform Act 2006 (Vic)*
- Education and Training Regulations 2007 (Vic)
- *Equal Opportunity Act 2010 (Vic)*
- *Racial and Religious Tolerance Act 2001 (Vic)*
- *Racial Discrimination Act 1975 (Cth)*
- *Sex Discrimination Act 1984 (Cth)*

RELATED POLICIES:

Sunsmart Policy
Student Wellbeing & Engagement Policy
Privacy Policy
School Council Policy
Program for Students with Disabilities Policy
Raising Concerns or Complaints Policy
Headlice Policy

POLICY EVALUATION:

Evaluation will be conducted by School Council every two years or when Council proposes changes to the dress code or supply of Uniform.

DUE DATE FOR REVIEW:

Due for review in July 2022.