

Student Uniform Policy

1.0 PURPOSE

- 1.1 This uniform policy is a written statement of the expectations the School Council holds with regards to student appearance. This code usually applies during college hours, while travelling to and from the college and when students are engaged in college activities out of college hours. It requires students to wear the college uniform as detailed in this policy statement.
- 1.2 The purpose of this policy is to create a sense of collective and individual pride in students and their identification with the college. It can also be seen as a useful element in a strategy for individual student safety and group security. The development of, or amendment to this dress code is the responsibility of School Council in close consultation with the school community.

2.0 BROAD GUIDELINES

- 2.1 The College Uniform Policy shall apply to all students while they are at school and on all school related activities unless otherwise specified by the College.
- 2.2 A student Uniform Policy must ensure that all requirements enable all students to participate actively and safely in school life.
- 2.3 School Council cannot discriminate, either directly or indirectly, against students on the basis of their sex, race, ethnic group, nationality, religious beliefs, marital status, colour or disability.
- 2.4 The written requirements of this student dress code policy take precedence over a student's individual preference in matters of dress. Consequently, in setting student uniform policy, the

School Council has considered the following criteria:

- 2.4.1 Does it respect the cultural norms of the school community?
- 2.4.2 Is it reasonable by contemporary standards?
- 2.4.3 Is it suitable to the role of a student and to the tasks and functions performed in that role?
- 2.4.4 Have appropriate health and safety considerations been considered?
- 2.4.5 Are there any gender specific requirements of the code in accordance with community standards?
- 2.4.6 Has it been made clear to parents / children prior to enrolment?
- 2.4.7 Is it able to be met by all students?
- 2.4.8 Will it be reviewed when circumstances change significantly?

3.0 NBC UNIFORM

The Northern Bay College student dress code is as follows:

ITEM	Prep – Year 6	Year 7 – 12
Shorts	Black shorts – knee length. No bike shorts	
Shirt	College Polo shirt, short and long sleeved with logo, College button up shirt – grey or white, short and long sleeved	
Dress	College summer dress (grey /white check with purple piping) - knee length	
Jumper	College zip jacket, rugby top, jumper or woollen jumper – purple / grey	College woollen grey jumper College hoodie
Skirt		College Skirt (purple and black tartan) knee length or longer
Pants	Black full elastic pants or track pants – no embellishments	Black Trousers – tailored or elastic waist College trackpants
Pinafore	College design (purple and black tartan) worn with white skivvy or white long sleeve crew neck T.	
Blazer	College Blazer	
Jacket	College soft shell jacket	
Sports uniform	College polo	
Shoes	Closed toe black shoes, or runners with substantial soles only	Closed toe black leather or leather look shoes or black runners.
Socks	Black, white or grey	
Tights	Black	
Scarf / Hijab	Black, purple or grey	
Hair accessories	Black, purple or grey. All students with hair longer than shoulder length should tie their hair up each day.	

3.1 Accessories

- 3.1.1 Facial piercings must be discreet.
- 3.1.2 Hair must be neat, presentable, with long hair tied back.
- 3.1.3 Makeup should be subtle.

4.0 IMPLEMENTATION

- 4.1 Garments worn under the college shirt should not be visible.
- 4.2 All staff shall be responsible, in regard to student safety and overall student presentation for appropriate standards including OHS requirements, in line with this policy. When appropriate, this may involve students being requested to remove an unsuitable article or changing into school uniform.
- 4.3 Communication will be made in regard to this policy through newsletters, assemblies, parent meetings and school activities.
- 4.4 Parents/Carers are responsible for ensuring their child/children are dressed in school uniform every day.
- 4.5 If students are not wearing a hat outside in terms one and four it will be a campus decision where they are to go – inside/ shade etc.
- 4.6 For safety reason students must cover any piercings with tape or remove them altogether during sporting activities.
- 4.7 The Northern Bay College Sports Uniform will be required when students participate in whole College / team sporting events at a local level.
- 4.8 This dress code policy provides for an amendment, if necessary, to reflect emerging safety issues or significant changes within the school community. When changes are proposed to the dress code the School Council shall:
 - 4.8.1 Communicate widely the procedure to be used for consultation and decision making.
 - 4.8.2 Publish widely details of the implementation strategy and timeline when a new or amended dress code is to be implemented.
 - 4.8.3 The college will support families to purchase uniform by assistance from State Schools Relief Fund and Uniting Care Concern.

5.0 BREACH OF POLICY

The following steps will be implemented when a breach in the Uniform Policy occurs:

- Step 1:** Issued with a "Uniform Infraction". Documented on Xuno. Redemption given.
- Step 2:** Issued with a second "Uniform Infraction". Documented on Xuno. BSP Developed.
- Step 3:** Issued with a third "Uniform Infraction". FSC arranged with parents /carers at campus.
- Step 4:** Issued with a suspension. Interview arranged with parents /carers.

6.0 BASIS OF DISCRETION

- 6.1 A process of exemptions is required to ensure that the College Council is able to comply with its obligations under equal opportunity laws. Allowing for exemptions means that the College Council can impose uniform standards across all students, but still recognise cases in which the application of those standards may affect some students unequally.
- 6.2 Grounds for exemption will be provided where:
 - 6.2.1 The student has a particular health condition, supported and evidenced by a medical letter, which requires an aspect of the code to be departed from.
- 6.3 The campus principal will need to consider what kind of exemption is required. In some cases, a slight modification of the dress requirements may be all that is needed, rather than a complete exemption.

7.0 EVALUATION

This policy is reviewed annually