

## UNIFORM POLICY

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### 1. MISSION AND VISION

<b>Mission</b>	Excellence in education within a Christ-centred environment in which all flourish.
<b>Vision</b>	An inclusive, innovative system of Catholic schools where lives are transformed through witness to Christ.

### 2. PURPOSE

Schools in the Diocese of Bathurst have a long tradition of school uniforms as an important dimension of school life. School uniforms provide a strong sense of identity and contribute to inclusiveness and equity in schools.

The purpose of this policy is to:

- provide direction and procedures for developing, changing or modifying school uniforms
- set out the responsibilities of various groups involved in making changes to school uniforms

### 3. EXPECTATIONS

Diocesan schools will ensure that school uniform requirements will:

- be developed in consultation with the school community
- be consistent with health and safety considerations
- comply with anti-discrimination legislation
- consider affordability, functionality and durability of uniform items
- provide uniform options, including shorts and pants, in all uniform categories for all students.

It is an expectation that all students will wear the correct uniform, and are supported by their parents/carers to do so.

It is expected that all staff, community and students in Catholic Education Diocese of Bathurst schools will adhere to the scope and procedures outlined in this document. It is expected that schools will develop and clarify their school specific practices related to Uniform Compliance, financial assistance and if applicable, Clothing Pools.

#### School Principals

It is expected School Principals will:

- lead any development and review of school uniform requirements
- lead consultation during a review of school uniform requirements, including consultation with the parish priest
- approve the school uniform and modifications or changes to the school uniform
- oversee negotiations with school uniform suppliers, in consultation with the Head of Finance
- ensure the school possesses the intellectual property rights to deal with the school logo and licence the school logo to manufacturers of school uniforms. A record of all licences should be maintained. Discuss logo and licences with the EDS PA to ensure appropriate use and licencing
- inform parents and carers of local school uniform requirements

- enforce compliance with uniform requirements fairly and equitably and carefully consider parent/carer concerns and requests for exemptions
- provide assistance to families in need
- maintain documentation of the school's uniform requirements and consultation undertaken

### Parents and Carers

It is expected Parents/Carers will:

- commit to supporting the school's uniform requirements as part of the enrolment agreement and school community Code of Conduct
- support the student to adhere to the uniform requirements
- request exemptions to the dress code in writing, providing reasons for such a request
- work with the school to resolve issues regarding student compliance with the school's uniform requirements
- engage in consultation processes about the school uniform requirements

### Parents and Friends Association

It is expected P&F Associations will:

- support and engage in consultation led by the principal, giving advice and recommendations regarding the school's uniform requirements
- direct parents to the principal to discuss any individual issues regarding the school uniform requirements
- support the school to resolve issues regarding the school's uniform requirements

### Students

It is expected Students will:

- wear the designated school uniform in accordance with the schools' uniform requirements

### Uniform Committee

It is expected a Uniform Committee will:

- act under the direction of the Principal, with the support of the P&F, if one exists
- support the maintenance of a clothing pool to assist with the provision of quality second hand clothing
- assist the school in operating the clothing pool, if one exists, and organising stock

## 4. DEFINITIONS

See Appendix 1 for Definitions

## 5. GUIDELINES

Catholic Education Diocese of Bathurst supports the wearing of a school uniform which promotes a sense of belonging for students and creates a positive identity for the school community. Therefore:

- Catholic Education Diocese of Bathurst supports **secondary schools** to set local school uniform requirements
- Catholic Education Diocese of Bathurst supports **primary schools** to maintain the tradition of a diocesan uniform, while recognising that other elements of the uniform, such as sports uniform, or additional options for students beyond the diocesan uniform, be established by the school
- each school's uniform requirements should be reviewed when the need arises

School uniform requirements should take into account the diverse nature of a school's student population and activities. Therefore:

- all students should have the opportunity to access the full range of school activities, including physical activities, while wearing a school uniform
- a school uniform should promote the health and safety of students by identifying items necessary for particular activities to protect students from injury, for example, items for sun protection or safe footwear

- a sports uniform will be available to wear for sports activities
- decisions regarding school uniform requirements must comply with work health and safety and anti-discrimination legislation
- schools expect students to wear the uniform during school hours, while travelling to and from school, and when engaged in school activities out of school hours, unless otherwise advised
- the school uniform, rather than the sports uniform, should be worn for the majority of the week.

Each school's uniform must be the result of formal consultation with students, teachers and other staff, parents or carers, and the school community. This will ensure that:

- the school uniform includes items that are affordable, comfortable, made from easy-care fabrics, appropriate for activity, and suitable for all body shapes
- schools have advised parents how they can access financial support if they are unable to purchase uniform items. To assist families, schools, with P&F support, should organise facilities such as clothing pools
- parents and carers are given sufficient time to purchase items. Schools may need to give parents up to three years to change more costly items
- a school's response to a student not wearing uniform, is clearly stated, appropriate, fair and consistent
- all suppliers and retailers have been notified and given sufficient time to change the school uniform
- each school's uniform requirements, along with a brief statement about who was consulted, is kept on file by the principal of each school

## 6. PROCEDURES

### Guide for Changing the School Uniform

Occasionally a school uniform may need to be changed. The following procedures will apply in the decision making processes in schools.

1. Initial proposals for changing the uniform are made to a Parents and Friends meeting.
2. The Principal will facilitate a committee, composed of representatives of all sections of the school community, to guide the process.
3. The committee's role is to explore options, to gauge community support through wide consultation, including a survey to all parents of students enrolled in the school.
4. The outcome of the consultation will be reported to the Parents and Friends Association which should formally endorse the changes.
5. The Principal will advise the Executive Director of Schools in writing of the process undertaken and outcomes, and seek approval for the change.
6. The Executive Director of Schools will provide consent, or may require further clarification before consenting to the uniform change.

### Guide for Modifying the School Uniform

Occasionally a school uniform may need to be modified. The following procedures will apply in the decision making processes in schools.

1. Initial proposals to modify the uniform are made to a Parents and Friends meeting.
2. The subcommittee, after determining options, will present these to the school community for consultation.
3. The modification should be formally endorsed at the Parents and Friends meeting and approved by the Principal, then published to the school community.

## 7. LEGISLATIVE FRAMEWORK

*Occupational Health and Safety Act 2011*

*Anti-Discrimination Act 1977*

*Students and Young Persons Act 1998 (NSW)*

*Disability Discrimination Act 1992*

## **8. RELATED POLICIES AND GUIDELINES**

*Enrolment Policy* Catholic Education Diocese of Bathurst

*Workplace Health and Safety Policy* Catholic Education Diocese of Bathurst

## **9. POLICY ADMINISTRATION**

This policy has been approved by the Leadership Team of the Catholic Education Diocese of Bathurst and implemented and will be reviewed periodically, or in the event of any information or incident that indicates the need for a review, or following relevant legislative or organisational change.

It is the responsibility of anyone accessing this document to ensure that the current version is downloaded from Catholic Education Diocese of Bathurst website.

Date of Implementation	2021
Date for Next Review	2025
Responsible for next Review	Executive Director of Schools

## **Appendices**

Appendix 1    Definitions

## Appendix 1 Definitions

**Changing school uniforms** means the entire uniform being replaced for summer, winter or both. Where the uniform is to be changed then the consent of the Executive Director of Schools is required.

**Modifying school uniforms** means an addition to or alteration of one part of the uniform. This to be approved by the principal.

**School uniform requirements** mean a written statement of school's expectations regarding student appearance that applies:

- during school hours
- while travelling to and from school
- when students are engaged in school activities out of school hours.

It clearly explains:

- defined standards for the general presentation of students, including headwear, footwear, and other aspects of general presentation
- defined specifications for garment design and colour
- strategies for managing non-complying students

**Supply arrangements** mean the commercial arrangements for the supply of school uniform items. In considering supply arrangements, the principal and uniform committee should consider the following:

- costs
- quality of items
- reliability, continuity and lead time of supply
- selecting Australian made items or using local businesses
- selecting manufacturers/suppliers that can provide evidence that they meet ethical manufacturing standards including the mitigation of modern slavery
- sustainable production of items
- how and where parents or carers can purchase items
- cleaning requirements and costs
- returns policy for faulty stock
- re-use or recycling of items