



# Uniform Policy

## Implementation and Procedures

### Context

It is the responsibility of every teacher at Nowra Hill Public School to ensure that every student achieves the Educational Goals for Young Australians as set out in the Melbourne Declaration 2008.

We provide an educational community that:

1. Promotes equity and excellence
2. Ensures our students become successful learners, confident and creative individuals, and active and informed citizens.

The NSW Department of Education's *School Uniform Policy* states that the Department of Education supports the wearing of school uniforms by students and the upholding of high standards of dress by students and staff. It also states that a school uniform should reflect school community standards and expectations.

### Rationale

According to the NSW Department of Education's *School Uniforms in NSW Government Schools Guidelines*, the benefits of school uniforms include:

- defining an identity for the school within its community
- developing students' sense of belonging to the school community
- providing an opportunity to build school spirit
- enhancing the health and safety of students when involved in school activities
- 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.

## Policy Review

Nowra Hill Public School reviewed their Uniform Policy in August 2017. The review included consultation with staff and students and with parents through both the P&C Meeting and an extensive survey. As a result of this consultation process, the policy has been updated to reflect current positive strategies to encourage the wearing of school uniform, as well as a clearer Uniform Code. As a further result of the consultation undertaken by the school, the P&C are investigating the addition of a winter pant option for girls, and a school beanie, both due to the cold weather experienced at Nowra Hill.

When parents were surveyed, there was an extremely wide range of views on uniform policy. As a result, the school Leadership Team has balanced the data gathered and supported the majority view/opinion when in line with the NSW Department of Education's *Uniform Policy*.

The key findings found in the survey included:

- The vast majority of parents are happy with the current school uniform.
- The vast majority of parents want a red beanie included as part of the school uniform.
- Half the parents want a red scarf included as part of the school uniform.
- Half the parents want red gloves included as part of the school uniform.
- The vast majority of parents support limiting the PSSA jumpers to a maximum period of 2 weeks after the PSSA event.
- Almost all parents support positive reinforcement strategies for wearing the correct school uniform.
- Over half the parents believe that wearing correct school uniform should be part of the *In the Zone* wellbeing system.
- Over half the parents support a Letter of Concern to address not wearing the correct school uniform.
- There was a significant amount of interest in investigating a winter pants option for girls.

## Australian Professional Standards for Teachers

Teachers at Nowra Hill Public School are expected to be working at the Proficient or higher level of the *Australian Professional Standards for Teachers*.

The Uniform Policy Implementation, particularly relates to the following descriptors from the *Standards*:

7.2.2 – Understand the implications of and comply with relevant legislative, administrative and organisational and professional requirements, policies and processes.

7.3.2 – Establish and maintain respectful collaborative relationships with parents/carers regarding their children's learning and well-being.



## Uniform Code

The current Uniform Code has been implemented for many years at Nowra Hill Public School.

A red beanie has been included as an optional item in response to the 2017 parent survey.

The P&C will investigate a winter pants option for girls to be included at a later date.

Items are available for purchase from the Uniform Shop, which is run by the Nowra Hill Public School Parents and Citizens Association.

The Uniform Code is included in the appendix of this policy.

## Positive Recognition of the Uniform Code

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.
- Involvement of student representative councils and other student bodies in developing, discussing and promoting school uniforms.

## Consequences of not wearing the correct school uniform

- Speaking to the student 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.
- Where the health and safety of the student or of other students would otherwise be compromised, students may be excluded from certain educational activities. Alternative educational activities must be provided in such circumstances.
- Students may be excluded from certain educational activities 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.
- It is inappropriate to use negative mentions in references or school reports as strategies.
- A student should not be suspended or expelled solely for not wearing school uniform.



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## References/Resources:

- NSW Department of Education, *Uniform Policy*. 2017  
<https://education.nsw.gov.au/policy-library/policies/school-uniform-policy>
- NSW Department of Education, *School Uniforms on NSW Government Schools*. 2004.  
<https://education.nsw.gov.au/policy-library/associated-documents/schuniforms.pdf>



# SCHOOL UNIFORM CODE



GIRLS UNIFORM		
SUMMER	WINTER	SPORT
Terms 1 and 4	Terms 2 and 3	Fridays – all year
<ul style="list-style-type: none"> <li>• Summer dress <b>OR</b></li> <li>• Summer culottes with white polo or shirt</li> </ul> <p><b>AND</b></p> <ul style="list-style-type: none"> <li>• Red school jumper/jacket</li> <li>• White socks</li> <li>• Black shoes</li> <li>• Red bucket hat</li> <li>• Red and/or white hair accessories</li> <li>• Jewellery limited to stud or sleeper earrings and one signet/plain ring (no necklaces/bracelets)</li> <li>• No nail polish/tattoos/coloured hair spray</li> </ul>	<ul style="list-style-type: none"> <li>• Winter tunic with white shirt or skivvy <b>OR</b></li> <li>• Winter culottes with white polo or shirt</li> </ul> <p><b>AND</b></p> <ul style="list-style-type: none"> <li>• Red school jumper/jacket</li> <li>• Grey tights <b>OR</b> white socks</li> <li>• Black shoes</li> <li>• Red bucket hat</li> <li>• Red and/or white hair accessories</li> <li>• Jewellery limited to stud or sleeper earrings and one signet/plain ring (no necklaces/bracelets)</li> <li>• No nail polish/tattoos/coloured hair spray</li> </ul>	<ul style="list-style-type: none"> <li>• Red sports polo</li> <li>• Black culottes/shorts (<b>not</b> bike pants) <b>OR</b></li> <li>• Black tracksuit pants (<b>not</b> leggings)</li> </ul> <p><b>AND</b></p> <ul style="list-style-type: none"> <li>• Red school jumper/jacket</li> <li>• Red PSSA representative jumpers/shirts may be worn on Sports Day</li> <li>• White sports socks</li> <li>• Sports shoes</li> <li>• Red bucket hat</li> <li>• Red and/or black hair accessories</li> <li>• Jewellery limited to stud or sleeper earrings and one signet/plain ring (no necklaces/bracelets)</li> <li>• No nail polish/tattoos/coloured hair spray</li> </ul>



## SCHOOL UNIFORM CODE



BOYS UNIFORM		
SUMMER	WINTER	SPORT
Terms 1 and 4	Terms 2 and 3	Fridays – all year
<ul style="list-style-type: none"> <li>• White polo or shirt</li> <li>• Grey shorts</li> </ul> <p><b>AND</b></p> <ul style="list-style-type: none"> <li>• Red school jumper/jacket</li> <li>• Grey socks</li> <li>• Black shoes</li> <li>• Red bucket hat</li> <li>• Jewellery limited to stud or sleeper earrings and one signet/plain ring (no necklaces/bracelets)</li> <li>• No nail polish/tattoos/coloured hair spray</li> </ul>	<ul style="list-style-type: none"> <li>• White polo or shirt</li> <li>• Grey pants (<b>not</b> tracksuit pants)</li> </ul> <p><b>AND</b></p> <ul style="list-style-type: none"> <li>• Red school jumper/jacket</li> <li>• Grey socks</li> <li>• Black shoes</li> <li>• Red bucket hat</li> <li>• Jewellery limited to stud or sleeper earrings and one signet/plain ring (no necklaces/bracelets)</li> <li>• No nail polish/tattoos/coloured hair spray</li> </ul>	<ul style="list-style-type: none"> <li>• Red sports polo</li> <li>• Black shorts or black tracksuit pants</li> </ul> <p><b>AND</b></p> <ul style="list-style-type: none"> <li>• Red school jumper/jacket</li> <li>• Red PSSA representative jumpers/shirts may be worn on Sports Day</li> <li>• White sports socks</li> <li>• Sports shoes</li> <li>• Red bucket hat</li> <li>• Jewellery limited to stud or sleeper earrings and one signet/plain ring (no necklaces/bracelets)</li> <li>• No nail polish/tattoos/coloured hair spray</li> </ul>