

NORTHERN BAY COLLEGE

STUDENT DRESS CODE POLICY NBC070

1.0 PURPOSE

- 1.1 This dress code 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 code 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 Dress Code shall apply to all students while they are at College and on all College related activities unless otherwise specified by the College.
- 2.2 A student dress code 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 Discrimination will be avoided by making rules that apply uniformly to all students.
- 2.5 Indirect discrimination on students of different backgrounds should be avoided through the use of the exemption process.
- 2.6 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 dress code policy, the School Council *has considered* the following criteria:
 - 2.6.1 Does it respect the cultural norms of the school community?
 - 2.6.2 Is it reasonable by contemporary standards?
 - 2.6.3 Is it suitable to the role of a student and to the tasks and functions performed in that role?
 - 2.6.4 Have appropriate health and safety considerations been considered?
 - 2.6.5 Are there any gender specific requirements of the code in accordance with community standards?
 - 2.6.6 Has it been made clear to parents / children prior to enrolment, thus providing a basis of assent?
 - 2.6.7 Is it able to be met by all students? The range and choice of specified garments, their cost and availability must reflect the capacity of parents to provide them.
 - 2.6.8 Will it be reviewed when circumstances change significantly?

3.0 IMPLEMENTATION

The Northern Bay College School Student Dress Code is as follows:

- 3.1 Garments worn under the college shirt should not be visible
- 3.2 Thongs, open-toe sandals, scuffs, ugg boots, gum boots, platform soles and canvas shoes that do not adequately protect the foot are not acceptable footwear.
- 3.3 All staff shall be responsible, in regards to student safety and overall student presentation and appearance, for ensuring that clothing, jewellery, footwear, sunhats etc meets appropriate standards including OHS requirements, in line with this policy.
- 3.4 Parents/guardians are responsible for ensuring their child/ren are dressed in school uniform every day.
- 3.5 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.
- 3.6 No jewellery is to be worn by Junior Campus students, with the exception of: a watch and a maximum of two sleeper or stud earrings in the earlobe only. Religious exemptions apply with jewellery other than earrings acceptable under uniforms.
- 3.7 Facial piercings for all students need to be discrete and final decision rests with College Principal.

- 3.8** For safety reason students must cover any piercings with tape or remove them altogether during sporting activities.
- 3.9** Makeup in the senior campus must not be excessive.
- 3.10** Hairstyles of an extreme style are not acceptable. The College Principal will determine what constitutes extreme hairstyles.
- 3.11** The student dress code is enforced to the extent that the children not in school uniform will be excluded from any activity away from the College that requires the wearing of a school uniform for issues of safety or when representing Northern Bay College.
- 3.12** The Northern Bay College Sports Uniform will be required when students participate in whole College / team sporting events at a local level.
- 3.13** Students in Year 6/8 may wear their sports polo on sport or PE days only.
- 3.14** The college is making provision to provide a special sports uniform to be available for loan when students represent the College at District, Zone and State level.
- 3.15** Information about the student dress code, including any changes in dress requirements, should be communicated widely throughout the school community. All prospective students and parents should be notified of the dress code requirements prior to enrolment at the College.
- 3.16** 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:
 - 3.16.1** Communicate widely the procedure to be used for consultation and decision making
 - 3.16.2** Publish widely details of the implementation strategy and time line when a new or amended dress code is to be implemented.
 - 3.16.3** Devise means of acknowledging any significant financial costs to parents that may be brought about through changes in the dress code.
- 3.17** Parents /carers who are unable to purchase a school uniform for their children will be encouraged to speak to their campus principal who can organise the supply of a free or subsidized school uniform. Principals may access assistance from State Schools Relief Fund and Uniting Care Concern.
- 3.18** Students who breach the Student Dress Code Policy will be:
 - Step 1:** Alerted to breach of Student Dress Code and support provided if necessary.
 - Step 2:** Issued with a "Uniform Non-Compliance Notice No.1"
 - Step 3:** Interview arranged with parents / carers
 - Step 4:** Issued with a "Uniform Non-Compliance Notice No.2"

4.0 BASIS OF DISCRETION

- 4.1** 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.
- 4.2** Grounds for exemption will be provided where:
 - 4.2.1** The student has a particular health condition, supported and evidenced by a medical letter, that requires an aspect of the code to be departed from
 - 4.2.2** The student or the parents can demonstrate economic hardship that prevents them from complying with the code. One month exemption can apply if College are endeavouring to provide uniform. Every effort is to be made to find appropriate alternatives.
- 4.3** The operational tasks of granting exemptions on the basis of the grounds stated in the dress code and the administrative decisions associated with enforcement of the dress code belong to the management role of the campus principal. There are frequently issues of a very personal nature (health, domestic, financial, racial) which need to be revealed to substantiate the request for exemption and strict confidentiality must be able to be guaranteed.
- 4.4** 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. When considering whether an exemption on the grounds of economic hardship should be made, the campus principal will need to decide whether or not to grant financial or other assistance to the parent(s) to enable the student to comply with the dress code without stigma or undue

embarrassment. This may be appropriate if the School Council wishes to maintain a sense of school identity rather than grant an exemption.

- 4.5 A summary report of the applications for exemption and the decisions made should be made at the following School Council meeting. A written record of the decision should be kept in case the decision is questioned subsequently.

5.0 NBC Uniform

Prep to Year 5	Year 6 to 12
<p>Shorts: Black shorts – knee length <i>No bike shorts</i></p> <p>Polo Shirt: College Polo shirt, short and long sleeved with logo</p> <p>Dress: College Summer dress (Grey /white check with purple piping) knee length</p> <p>Hats : Broadbrim or bucket hat in black</p> <p>Rugby Top: College half zip Rugby Top - purple</p> <p>Pants: Black full elastic pants or track pants – no embellishments</p> <p>College Pinafore (purple and black tartan) worn with white skivvy or white long sleeve crew neck T.</p> <p><u>Miscellaneous</u></p> <p>Shoes: Black shoes, or runners with substantial soles only</p> <p>Jacket: Spicer jacket</p> <p>Socks: Black, white or grey</p> <p>Tights: Black tights</p> <p>Scarf / Hijab: Black, purple or grey</p> <p>Headbands/ribbons: Black, purple or grey. All students with hair longer than shoulder length <u>MUST</u> tie their hair up each day.</p> <p>Piercings: Facial piercings are strongly discouraged.</p>	<p>Shorts: Black shorts – knee length <i>No bike shorts or track pants</i></p> <p>Shirt: Button up shirt - white or grey - long and short sleeved</p> <p>Dress: College Summer dress (Grey /white check with purple piping) knee length</p> <p>Skirt: College Skirt (purple and black tartan) knee length or longer</p> <p>Jumper: College Woollen jumper – purple / grey</p> <p>Long pants: Black Trousers – tailored or elastic waist</p> <p>Hats – broadbrim or bucket hat in black required for 6-8 and recommended for 9-12</p> <p><u>Sports Uniform</u></p> <p>Polo: College sports Polo – School colours</p> <p>Shorts: Black knee length shorts</p> <p><u>Miscellaneous</u></p> <p>Blazer: College blazer optional</p> <p>Tie: College tie optional</p> <p>Shoes: black leather or leather look shoes (t-bars are acceptable for girls).</p> <p>Jacket: Spicer jacket</p> <p>Socks: Black, white or grey</p> <p>Tights: Black tights (to be worn under skirt or dress)</p> <p>Scarf / Hijab: Black, purple or grey</p> <p>Headbands/ribbons: Black, purple or grey. All students with hair <u>longer</u> than shoulder length will be encouraged to tie their hair up each day.</p>

6.0 EVALUATION

This policy is reviewed annually.

Document #	Committee Responsible	Review Date	Public Location	Ratified by School Council: 20/09/17
NBC070	Leadership / Council	September 2018	Website / Compass	
	Related document			
NBC020	Student Engagement & Wellbeing policy			