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POLICY TITLE: Red Hill School Uniform Policy

POLICY DATE: February 2020

1. School Context

Opened in 1960, Red Hill School caters to a diverse student clientele in the inner south of Canberra, drawing families from diplomatic, government, defence force, university and other backgrounds. As an International Baccalaureate (IB) World School, Red Hill School provides an inclusive, international education for students in preschool to year 6.

2. Beliefs that support and underpin our Uniform Policy

We believe that school uniforms create a stronger sense of school identity which leads to improved student well-being. Wearing school uniform promotes a sense of belonging between students and promotes the safety of students through easier identification.

2.1 As an International Baccalaureate (IB) world school we aim to create a positive, inclusive learning environment that recognises and respects the diversity of cultural and socioeconomic backgrounds in our school community. School uniform plays an important role in this and should offer a diversity of options at affordable costs. School uniform options should be suitable for all students, regardless of gender identity, preferred presentation, ethnicity, religion, age, body shape or financial resources.

2.2 Young children benefit from a balanced, transdisciplinary curriculum which, on a daily basis, not only includes all key learning areas but also includes structured physical activity and unstructured play. To facilitate this school uniform options should be flexible, comfortable and practical. They should also provide adequate sun protection and warmth during cold weather.

2.3 Young children engage in quality learning and play that can be messy. Parents and carers may also have limited time and financial resources. School uniform options should be good quality, durable, practical and easy to care for.

2.4 School uniform promotes unity and equity and reduces perceived or actual peer pressure about the clothing that students wear to school.

2.5 Wearing school uniform prepares students for the life and work environments they will experience in their future, helping them learn the importance of appropriate neat and respectful presentation.

3. School Uniform Overview

The Parents and Citizens Association (P&C) will select the school uniform design and options in accordance with the school's policy and in consultation with the school community. The uniform will be available for sale at the P&C shop on the school premises.

3.1 School Colours

The primary purpose of school uniform is to create a sense of belonging and community pride. Our school uniform plays an important role in promoting a positive image of our school and ensures all students are easily recognisable as belonging to Red Hill School.

Therefore, the uniform design will include the school logo and be in the school colours of green and gold.

- The P&C will endeavour to provide all required clothing items in the school colours, including socks, tights, hats and warm jackets.
- Students may wear clothing items purchased from alternative suppliers, provided the items are in the school colours. Information will be provided for parents and carers regarding suppliers who can accommodate this requirement.
- Students may wear clothing accessories (e.g. leggings, tights, hairbands, shoes) purchased from alternative suppliers but should take all reasonable steps to ensure the items are in the school colours or similar colour tones.

3.2 Ethics

The school has a responsibility to consider health and safety (including Sun Smart guidelines) and anti-discrimination and human rights legislation which protects the rights of students to participate in education safely, actively and equally.

The school also has a responsibility to model environmentally and ethically sound practice by ensuring, whenever possible, that school uniforms are sourced from ethical providers and are made from cotton and other natural fibres.

3.3 Special Uniforms

Special groups will represent the school in appropriate uniform tops designed in the school colours. These groups include:

- PSSA and other sporting teams
- musical performance groups (school band, school choir, Wassa Wassa), and
- year six students.

4. Equity in the Learning Environment

Students have individual needs and may also experience different levels of financial and other support at home to access uniform. The school commits to supporting all students to ensure they obtain the same benefits of wearing uniform as their peers, and to complying with anti-discrimination and human rights legislation.

4.1 The school will provide students who experience economic or other disadvantage with new and second hand uniform when required and will ensure sufficient student equity funds are available for this purpose.

4.2 The P&C will make all reasonable efforts to ensure school uniform is provided at affordable prices.

4.3 The P&C will use donations of items and unclaimed lost property that are in good condition to provide second hand uniform options.

4.4 The school community will reduce the need for unnecessary uniform replacement. The school and P&C commit to implementing a lost property collection system and, where practicable, returning labelled clothing items to students. Parents and carers can support this commitment by clearly labelling all school uniform with children's names.

4.5 The principal, or delegate, will engage in conversation with students and parents/carers in cases where students are not wearing uniform and offer appropriate support. The principal/delegate may grant individual students short or long term modifications when the wearing of school uniform causes personal disadvantage or has implications for the student's health.

4.6 The school will ensure that gender neutral uniform options are available, which promote equity and freedom of choice for all students.

5. School Uniform Implementation Guidelines

Students attending Red Hill School are expected to wear school uniform while travelling to and from school, at school and attending official school activities, including excursions. Parents and carers are asked to support the application of this policy and ensure students are appropriately dressed to participate in school activities.

5.1 Students should wear uniform that is tidy and in good repair.

5.2 Students are required to wear appropriate footwear that securely encloses the foot. Sneakers/'runners' are recommended as they are safe and durable. Thongs, 'Crocs', UGG boots, sandals and other similar footwear are not appropriate for the school environment.

5.3 Students are asked to dress appropriately for the weather conditions and are required to wear broad-brimmed (cricket style), legionnaire and/or bucket-style hats for all outside activities from August to May each year.

5.4 To avoid injury, students are asked to avoid wearing necklaces. Studs or small sleepers are the only earrings that are acceptable.

5.5 Students who require modification or adjustments to the school uniform on the grounds of health, wellbeing, disability, cultural and/or religious beliefs are asked to meet with the Principal to discuss how the school can support them.

5.6 The Principal may grant all students a uniform exemption for designated special events such as fundraising uniform-free days and school carnivals. House colours can be worn at whole school events such as athletics, cross country or swimming carnivals.

5.7 Parents and carers are asked to contact the Principal if they require assistance with school uniforms because of financial hardship.

5.8 If students do not meet uniform expectations the following actions may arise.

- Parents and carers will be asked to provide a note of explanation.
- Students will be provided with an option from the uniform shop or clothing pool to wear.
- Students may not be permitted to participate in school activities which are additional to the regular educational program e.g. excursions, incursions, sports days. Students will not be prevented from participating in curriculum activities, except where necessary for safety reasons e.g. they may not be permitted to participate in outdoor activities unless wearing appropriate footwear. In this instance alternative educational activities will be provided.
- The student's access to areas of the school such as the playground may be restricted e.g. if a student does not have a SunSmart hat they will be required to play in shaded areas.
- The principal will meet with students who are consistently out of uniform to discuss a solution that meets the expectations of the school community. The principal may also invite the student's parents/carers to attend the meeting.

5.9 Purchasing School Uniforms

The Uniform Shop will be open on Wednesday mornings 8.30am-9.30am and Fridays 2.30pm-3.30pm. Changes to opening hours will be advertised in the uniform section of the school website, in the newsletter and at the front office.

Some uniform items can be purchased from a variety of retail stores that sell general school uniform items including Big W, K-Mart, Best and Less and Target.

6. Monitoring, Evaluation and Review

The Principal is responsible for the development of and implementation of this policy and to ensure positive reinforcement occurs through regular reminders, for example via the school's newsletters, information nights and other communication channels.

Any concerns about the application of this policy should be raised with:

- the school Principal in the first instance
- the Directorate's Liaison Unit on (02) 6205 5429
- online at http://www.education.act.gov.au/contact_us.

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Related documents

- *Dress Standards and Uniforms in Canberra Public Schools Policy, Guidelines and Procedure* (ACT Education, 2016)
- *Dress Standards and Uniforms fact sheet for parents and carers* (ACT Education, 2016)
- *Fact Sheet for Parents: Changes to Dress Standards and Uniforms in Canberra public schools* (ACT Education, 2016)
- *Fact Sheet: Offering Students Equitable Uniform Options* (ACT Education, 2016)
- *Sun (UV) Protection for Students Policy* (ACT Education, 2015)
- *Sun Smart Policy* (Red Hill School, 2016)

Related Legislation

- Discrimination Act 1991
- Disability Discrimination Act 1992
- Racial Discrimination Act 1975
- Human Rights Act 2004
- Work Health and Safety Act 2011

7. Appendix A

The following retailers stock alternative uniform options in the school colours of green and gold”:

- Target
- K-Mart
- Big W
- Best and Less