



DRESS CODE POLICY

Purpose

The purpose of the Grovedale College Dress Code is:

- to promote:
 - a sense of identity and pride
 - cohesion and good order in the College
- to allow all students to feel equal
- to prevent bullying and competition on the basis of clothing
- to ensure students' appearance reflects the expectations of the Grovedale College community
- to enhance the profile and identity of the school and its students within the wider community
- to strengthen the spirit of community within Grovedale College
- to enhance individual student safety and group security
- to ensure all students are dressed safely and appropriately for Grovedale College activities
- to encourage students to develop pride in their appearance
- to prepare students for the expectations of workplaces
- to encourage students to present themselves appropriately for a particular role.

Consultation Process

The Grovedale College Council undertake consultation in their review and development of the dress code. The dress code will be reviewed on a biennial basis. Consultation may include:

- surveys to Parents. These will be sent to all recipients of the annual Parent Survey in the year of review. Additional parents will be invited to participate through notices in the College Gazette.
- information in newsletters
- surveys to students. These will be conducted with the College student leadership students through the SRC and Year 12 Leadership Team. A sampling of classes will also be surveyed. Students will be invited to participate through notices in the College newsletter.
- Consultation forum with the student leadership groups

This consultation process should:

- explain the purposes of the dress code and the reason for any proposed changes
- guarantee opportunity for the viewpoints of parents or carers, teachers and students to be expressed. The mechanism for consultation should be identified in the student dress code policy or, alternatively, be recorded in school council minutes
- where appropriate, translate material into community languages, or employ an interpreter for meetings
- outline any proposed changes to uniform supply arrangements
- provide for careful consideration of any information and viewpoints collected in the consultation process before finalising the decision-making process
- seek out and consider the views of different groups within the school community (such as from different cultural, religious or ethnic backgrounds or other groups that may have special needs)
- allow for careful consideration of the practicality of garment design, materials used in construction, and the cost implications of proposed items
- provide a timeline for implementation of changes to the dress code.

The School Council must be able to demonstrate to its school community that it has considered the cost implications of its selected school uniform and taken into account the ability of its parent population to afford it.

Grovedale College Dress Code

COLLEGE UNIFORM - GIRLS

Girl's Summer Uniform

Dress	Approved College blue and white check dress.
Shorts	Approved College navy dress shorts.
Shirt	Pale blue school shirt worn with shorts.
Socks	Plain white approved school socks.
Shoes	<u>Black leather lace-up</u> or t-bar traditional school shoes (no suede, boots or runners).
Jumper (Yr 7-9)	Navy V neck woollen jumper with College logo.
Jumper (Yr 10-12)	Maroon V neck woollen jumper with College logo.
Hat	Approved College cap or hat (the College encourages the wearing of hats or caps <i>outside</i> as a precaution against skin cancer).
Jacket	Approved College jacket

Girl's Winter Uniform

Kilt	Approved College Navy/burgundy tartan.
Shirt	Pale blue school shirt.
Shoes	Black leather lace-up or t-bar traditional school shoes (no suede, boots or runners).
Jumper (Yr 7-9)	Navy V neck woollen jumper with College logo.
Jumper (Yr 10-12)	Maroon V neck woollen jumper with College logo.
Scarf/Gloves	Plain navy blue (optional).
Leggings	Plain black only.
Hat	Approved College cap or hat (the College encourages the wearing of hats or caps <i>outside</i> as a precaution against skin cancer).
Jacket	Approved College winter jacket or winter Sports Academy Jacket

Girl's Sport Uniform

Shorts	College approved shorts, plain navy blue with logo.
Polo Shirt	Navy blue with white trim and College logo.
Tracksuit	Approved College tracksuit.
Shoes	Predominately white runners (no skate shoes).
Jacket	Approved summer or winter College jacket or Sports Academy Jacket

COLLEGE UNIFORM - BOYS

Boy's Summer Uniform

Shorts	Approved College navy school shorts.
Shirt	Pale blue school shirt.
Socks	Plain white socks.
Shoes	<u>Black leather lace-up</u> traditional school shoes (no suede, runners or boots).
Jumper (Yr 7-9)	Navy V neck woollen jumper with College logo.
Jumper (Yr 10-12)	Maroon V neck woollen jumper with College logo.
Hat	Approved College cap or hat (the College encourages the wearing of hats or caps <i>outside</i> as a precaution against skin cancer).
Jacket	Approved College jacket.

Boy's Winter Uniform

Shirt	Pale blue school shirt.
Jumper (Yr 7-9)	Navy V neck woollen jumper with College logo.
Jumper (Yr 10-12)	Maroon V neck woollen jumper with College logo.
Shoes	Black leather lace-up traditional school shoes (not suede or boots).
Socks	Plain black approved school socks.
Trousers	Approved College navy trousers (no jeans or track pants).
Jacket	Approved College winter jacket or winter Sports Academy jacket.

Boy's Sport Uniform

Shorts	College approved shorts, plain navy blue with logo.
Polo Shirt	Navy blue with white trim and College logo.
Tracksuit	Approved College tracksuit.
Shoes	Predominately white runners (no skate shoes).
Jacket	Approved College summer or winter jacket or Sports Academy Jacket

Enforcement

Schools may choose to include appropriate measures to enforce their dress code in their student engagement policy. The Student Engagement Guidelines support schools to create a positive school culture, clearly articulating school-wide expectations and consistent processes to address areas of concern in a staged manner.

Expectations of Student Presentation

Students are expected to be neat in appearance and in complete uniform travelling to and from the College or when representing the College.

The uniform policy extends beyond the boundaries of the school timetable and College grounds. It also incorporates items including make-up, jewellery and hairstyles.

- The College uniform is to be worn complete and with no alteration.
- Hair ties/headbands are to be a plain navy, black or white in colour.
- Scarves are to be plain navy in colour.
- Jewellery is to be plain sleepers or studs. Facial piercings are not permitted.
- Students are to wear the PE uniform when representing the College in a sporting activity.
- Hair styles are to be neat. Extremes of hair colouring (non-natural colours) or geometric designs are not permitted. Hair styles of extreme nature are not permitted, such as Mowhawks.
- The uniform is to be worn as designed (ie shoes done up, shirts buttoned, collars down etc).
- Excessive or extreme make-up is not permitted, including facial make-up and nail polish.
- Students who are out of uniform need to obtain a uniform pass from a Year Level Manager and where possible have an appropriate item loaned for the day.
- Students cannot mix and match uniforms.
- Students must not wear alternate jumpers/ jackets to or from school.

Out of Uniform – Students unable to comply with College uniform requirements as a result of repair/replacement of items.

Procedure

1. Students to take a letter from home explaining reason for being out of uniform to the relevant Sub School Office between 8.30am – 9.00am.
 - Student provided with replacement item, where available, or a uniform pass.
 - Details be to recorded to monitor persistent offenders.
2. Student caught out of uniform without a pass by classroom teacher
 - Teacher to supply date, item, name of student to Year Level Managers/Sub School Leaders.
 - Year Level Manager/Sub School Leader to follow up with student.
 - Item confiscated, where appropriate, or student given After School Detention.
 - Students will automatically receive a Lunchtime Detention.
3. Persistent Offenders
 - Year Level manager/Sub School Leader make contact with parents.
 - In cases of financial hardship, the student is referred to Welfare Coordinator for assistance.
 - After School Detention and/or student removed from class.

Sanction	Advice
Withdrawal from classroom instruction (or other school activities)	<p>Students should NOT normally be excluded from class or sent home for minor infringements of the student dress code as dress code infringements are not usually linked to interference with the rights of other students or the capacity of a teacher to teach a class.</p> <p>Exceptions to this might include issues of safety or where students are representing the school.</p>
Exclusion from school (suspensions or expulsions)	<p>Students should only be excluded from school:</p> <ul style="list-style-type: none"> • when all other measures have been implemented without success • in accordance with the school's student engagement policy.

Concerns and complaints

Parents, carers or students can:

- raise specific complaints about the dress code with the school see: [Parent Complaints](#)
- suggest desired dress code changes to the school council for consideration in the next review of the dress code see: [Developing and Reviewing Dress Codes](#)
- apply for an exemption, if grounds exist see: [Dress Code Exemptions](#).

Dress Code Exemptions

Grounds for Exemption

This table describes dress code exemptions.

Item	Description
Purpose of exemptions	Exemptions allow school councils to impose uniform standards on all students but still recognise cases in which the application of those standards affects some students unequally.
Legal grounds for exemption	<p>Exist when:</p> <ul style="list-style-type: none"> • an aspect of the code <ul style="list-style-type: none"> - prevents students from being able to attend school or participate in school activities on the same terms as other students because of the personal characteristics referred to in Human Rights and Anti-discrimination Requirements - offends a religious belief held by the student, parents or carers - prevents students from complying with a requirement of their religious, ethnic or cultural background • the student has a particular disability or health condition that requires a <i>departure</i> from the dress code • the student or the parents or carers can demonstrate particular economic hardship that prevents them from complying with the dress code.

Discretionary grounds for exemption	Further grounds for exemption may be allowed at the Principal's discretion
About the process	<p>The exemption process should only be necessary in exceptional circumstances as a dress code should accommodate the needs of all students.</p> <p>The Principal is responsible for managing and conducting the exemption process. In exceptional circumstances another staff member at the school or regional office may be appointed to consider an exemption request.</p>

The Exemption Process

This table describes the exemption process.

Stage	Description
1	Parents, carers or students approach the Principal for an exemption.
2	<p>The Principal:</p> <ul style="list-style-type: none"> • considers the grounds for exemption • explains the exemption process to the applicant • guarantees that issues of a personal nature revealed to substantiate the request will be strictly confidential • encourages the applicant to support their case with evidence.
3	<p>The Principal seeks to negotiate a resolution that:</p> <ul style="list-style-type: none"> • is acceptable to all parties • may include: <ul style="list-style-type: none"> - a modification of the dress requirements rather than a complete exemption - granting assistance to allow compliance with the dress code without embarrassment or stigma (for example, when the exemption is sought for economic purposes) - conditions under which the exemption is allowed.
4	<p>The Principal:</p> <ul style="list-style-type: none"> • grants an exemption, or • provides reasons in writing when an exemption is not granted.
5	<p>The Principal keeps a written record of all the decisions made and the reasons provided, in case a decision is questioned.</p> <p>Note:</p> <p>If the Principal is consistently granting exemptions on similar grounds, the school should review its dress code to try to meet these needs within the code.</p>

This dress code policy was reviewed in August 2016. The next date of review (biennial) is September 2018.