

INTRODUCTION

It is a primary purpose of the College to treat all people with dignity and respect and provide an educational environment that is safe, supportive and inclusive.

A school uniform defines an identity for the College within the wider community, promotes student allegiance and is a means towards providing equality amongst young people regardless of socio-economic background. The wearing of school uniforms by students helps build self-confidence, a sense of belonging and connection with their community.

AIM

The purpose of the Student Dress Code is to outline Bairnsdale Secondary College's requirements for student dress and appearance and to provide information about uniform purchase and support, dress code implementation and exemption processes.

This dress code has been developed by Bairnsdale Secondary College's School Council in close consultation with the school community to ensure that it respects the rights of individual students while reflecting the values and interests of our community.

The College takes the matter of uniform seriously and so do our students and parents. A school uniform contributes to the following:

- It benefits the College because the wearing of our uniform fosters a sense of belonging, pride and commitment to the College. When students are in the wider community they are easily identifiable which can further promote the College and enhance College spirit
- It promotes equality amongst students by discouraging competition and short term fashion trends
- Promotes a sense of inclusiveness, non discrimination and equal opportunity
- It increases personal safety of students and staff by allowing easier recognition of visitors and potential intruders in the school
- It is economical because our uniforms are of good quality, last longer and are generally better value than most casual clothes that students choose to wear.
- Peer pressure is reduced through consistency in uniform
- Many Occupational Health and Safety (OH&S) concerns are reduced by wearing appropriate uniform. Safety of our students is our highest priority.

POLICY

Bairnsdale Secondary College expects that students wear the approved College uniform. This is consistent and in alignment with the Department of Education Guidelines relating to dress codes. The College understand that we have a duty of care for our students and that a uniform provides a consistent and appropriate dress code for the range of activities students undertake at school.

This policy outlines a standard of dress for students, including details around what constitutes the College uniform and where and when it should be worn. While a uniform provides a similar dress code for all students there are many opportunities for our students to express their individuality - not only in their appearance but also in other fields such as the arts, music, sports, leadership and academic achievement.

IMPLEMENTATION

Uniform requirements

School uniform must be worn travelling to and from school and during the school day. This applies before and after all P.E. classes (i.e. students cannot travel to school or from school wearing sports uniform, even if they have a P.E. class at the beginning or end of the day).

School uniform must be worn at any program that promotes the College (e.g. information evening, Awards Night). Full uniform must be worn on excursions. Students not in uniform may be removed from the excursion.

Exceptions for uniform wearing

The College expects students to wear the uniform at all times as listed above, however there are occasions where the uniform is not worn:

- on extended camps and tours
- College productions and rehearsals out of College hours
- College swimming or athletics carnival days
- organised casual clothes days.

Wearing of hats

The College's *Sunsmart Policy* recommends a Sunsmart hat as a part of the school uniform. It is a navy blue bucket hat with the College logo. It is compulsory for Year 7 students to wear the school bucket hat during P.E. classes during Term 1 and 4 in line with the College Sunsmart Policy.

The College encourages all students to wear the bucket hat whenever outside during Terms 1 and 4.

A College beanie may be worn during Terms 2 and 3.

Peaked caps are not approved uniform items. They are not 'Sunsmart' and must not be worn at Bairnsdale Secondary College. Hats of all types must be removed when inside school buildings.

Jewellery and cosmetics

The College believes that with over 1000 people working closely together, there needs to be a balance between allowing people to express their individuality and asking them to conform to group behaviour. We also believe that young people should be encouraged to understand that individuality need not just be expressed by physical appearance.

Make up and jewellery is allowed, but it should be minimal, unobtrusive and conform to all OH&S requirements. Safety precludes the following items from being worn (this list is not exhaustive):

- large earrings (including hoop earrings)
- long, sharp or protruding jewellery
- bands or belts with studs or spikes
- chains
- inappropriate images (such as bullets or marijuana leaf design).

Bairnsdale Secondary College Policy Name: Student Dress Code Policy Approved by School Council on 5/12/2022	Review Schedule: 4 years Date of last review: 16/11/2022	Page 2 of 6
All College policies are available on Compass/School Documentation /College Policies		Uncontrolled version when printed

Students may be asked to remove some jewellery during practical classes due to safety reasons.

Hair style and colour

The College believes that choosing hair colour and style is an individual's right. However there are some circumstances where student safety or hygiene can be risked by loose or long hair. Students may be asked to contain long hair in a hair tie or hair net in some classes (e.g. preparing food, using a lathe in woodwork or a bunsen burner in science).

Lost clothing

Please clearly label all clothing and footwear. The College endeavours to return all lost clothing to its rightful owner and clearly labelled items make this process more efficient.

Uniform items and styles

Approved uniform items can be purchased from the school uniform supplier Gippsland Safety Supplies located at 469 Princes Highway Bairnsdale. Most uniform items will have the Bairnsdale Secondary College logo on it. Only uniform items purchased through the College's approved supplier are guaranteed to be school uniform. Items purchased elsewhere may not be approved. Students who wear non-approved items of clothing may be classified as 'Out of Uniform'.

Gippsland Safety Supplies provide a recycled uniform shop in the same location.

Approved uniform items

Approved tops	
Short sleeve polo shirt with College logo	white or sky blue or navy
Long sleeve polo shirt with College logo	white
Collared button up shirt with College logo (short sleeved)	white
Collared button up shirt with College logo (long sleeved)	white
Breathable mesh sports t-shirt with College logo – PE classes only	navy blue
V-neck windcheater with College logo	navy blue
V-neck woollen pullover with College logo	navy blue
Polar Fleece quarter zip jumper	navy blue
Expedition Quilted jacket	navy blue
Soft shell jacket with microfibre inside with College logo	navy blue
Waterproof spray jacket with College logo	navy blue
Approved pants / skirts / dress	
Skirt	navy tartan blue
Summer dress	navy blue & white
School pants – no denim, trackpants or leggings	navy blue
Shorts – mid thigh length	navy blue
Active sport shorts – PE classes only	navy blue / black
Tracksuit pants – PE classes only	navy blue / black
Other uniform items	
Tights (may be worn with dress or skirt)	navy blue / black
Plain socks (no logos visible)	navy blue / white / black
Bucket hat with College logo	navy blue
Beanie with College logo (may have pom pom)	navy blue
Scarf with College logo	navy blue

Sports uniform

The approved sports uniform is compulsory for Year 7 and Year 8 students and recommended for all other students to wear during P.E. classes and when representing the College playing sport. This includes the approved College sports t-shirt and active sport shorts. Any appropriate plain navy blue or black sports style shorts or tracksuit pants are considered approved sports uniform, provided they are free of logos and are at least mid-thigh in length. Plain black leggings may be worn but only with approved sports shorts worn over the top.

During Term 1 and 4 school bucket hats are recommended for all students during P.E. classes.

Music uniform

Instrumental music students are required to wear an approved music uniform when they perform with their ensemble:

- Students participating in any instrumental band or ensemble will wear a red shirt, which is provided by the Music Department and must be returned when the student departs the music program.
- The College Choir will wear any approved school shirt (polo or button up shirt).
- All music students should wear black pants with black socks or skirt with black tights and black shoes.

Footwear

All footwear must conform to OH&S requirements and students may be excluded from class activities if appropriate footwear is not worn. As such, the type and style of footwear is extremely important. School shoes must be:

- plain black (no other colours permitted)
- impermeable to liquid but not necessarily leather
- fully enclosed (no 'T' bar, slip on or sandals style)
- worn with socks / stockings (hygiene issues can arise when students do not wear socks).

Year 12 clothing variations

Bairnsdale Secondary College believes that our Year 12 students can wear a variation of our regular uniform. In addition to the items listed above, Year 12 students have the choice to wear a specially designed class jumper or jacket. The jumper or jacket will be designed annually through consultation with the Principal Team, the Senior Learning Hub Team, Student Representative Committee (SRC) and Year 12 students.

The Year 12 jacket / jumper will:

- use the colours of navy blue, white, or yellow as the basis for its design
- be affordable for all students
- be narrowed down to one option each year
- be aesthetically appealing, without inappropriate diagrams, descriptors or names
- be able to be worn by all body types and sizes
- not have a hood
- be approved by the Principal Team of Bairnsdale Secondary College.

Not part of approved school uniform

- Denim pants, shorts and skirts
- Tracksuit pants
- Sports leggings with shorts worn over is approved sports uniform but may not be worn as regular school uniform
- Very short dresses, skirts or shorts (mid-thigh or higher)
- Thongs
- Ballet flats or slip on style footwear
- Any items of clothing with hoods
- Other colours visible due to 'layering'
- Ugg boots or any style of slippers.

Determination of what constitutes uniform is by teachers and final decisions rest with Hub Leaders and / or the Principal Team.

Out of uniform

It is an expectation that all students attend school in full school uniform. On any occasion that a student is unable to wear full uniform (for example medical reasons) they should wear as much of the uniform as possible. Parents/carers should provide a written note explaining why the student is not in full uniform, or contact the relevant Hub via phone or email.

Hub Leaders or Year Level Coordinators will work with students and families to remedy problems with failure to wear approved College uniform. Parents will be notified of ongoing uniform issues. Provisions regarding 'Out of Uniform' are implemented in alignment with our College Values and our Student Wellbeing and Engagement Policy.

Support for families experiencing difficulty

Please contact the appropriate Learning Hub to discuss support that the College may be able to provide to families experiencing difficulty meeting uniform costs, including information about eligibility for uniform support through State Schools' Relief. Further information about State Schools' Relief is also available on their website: <https://www.ssr.net.au/>

Exemptions to student dress code

The College recognises that there may be situations where the application of this dress code affects students unequally. Students and their parents or carers may apply either in writing or in person to the Principal for an exemption to this Student Dress Code if:

- an aspect of this code prevents the student from complying with a requirement of their religious, ethnic or cultural beliefs or background
- the student has a particular disability or health condition that requires a departure from the dress code
- the student or their parents/carers can demonstrate particular economic hardship that prevents them from complying with the dress code.

When the Principal receives a request for an exemption, they will:

- consider the grounds for the exemption request
- explain the process to the student and/or their parents/carers
- encourage the student and/or their parents/carers to support their application with evidence.

The Principal or delegate will then try to negotiate a resolution that is acceptable to all parties. If an exemption is not provided to the student, written reasons will be provided to the student and/or their parents or carers.

Bairnsdale Secondary College Policy Name: Student Dress Code Policy Approved by School Council on 5/12/2022	Review Schedule: 4 years Date of last review: 16/11/2022	Page 5 of 6
All College policies are available on Compass/School Documentation /College Policies		Uncontrolled version when printed

Issues with uniform or uniform policy

If families have any issues or concerns regarding this policy or its implementation, please contact the relevant Learning Hub at the College. The College will work with families to resolve the concerns.

RELATED DOCUMENTS /KEY REFERENCES

- BSC Student Wellbeing and Engagement Policy
- DET: www.education.vic.gov.au/school/principals/spag/management/Pages/dresscode.aspx

This policy shall be reviewed in November 2022 to discuss the effectiveness of the changes, including possible impacts to participation and the extent to which students comply with compulsory sports and music uniform requirements.

Bairnsdale Secondary College Policy Name: Student Dress Code Policy Approved by School Council on 5/12/2022	Review Schedule: 4 years Date of last review: 16/11/2022	Page 6 of 6
All College policies are available on Compass/School Documentation /College Policies		Uncontrolled version when printed