

POLICY STATEMENT UNIFORM, GROOMING AND PRESENTATION

1. Introduction

- a. Uniform has been adopted at Hillbrook as an expression of community. The selection of uniform items is designed to ensure appropriate levels of flexibility and safety, as well as providing garments appropriate to our workplace. It removes some potential for peer pressure regarding dress choice.
- b. These guidelines have been established to assist students to make appropriate decisions about their presentation and grooming, to enhance the personal dignity of the student and to promote the identity of the school in the wider community. This policy attempts to balance the individual rights of students with their responsibility as ambassadors of the school.
- c. Whilst equity is an important principle in this policy, it is acknowledged that there will be occasions when different expectations will apply between boys and girls.
- d. It is not possible to set out presentation and grooming rules in a way that is entirely 'black and white'. If discrepancies or uncertainty occurs, the SLT will make a final decision.
- e. The foundation students of the school were involved in the selection of styles of the uniform and through the SRC students have continued to be involved in changes, modifications and updates. It is expected that difficulties with the uniform, grooming or presentation will be taken up through the SRC, or a relevant staff member.

2. School Uniform

- a. No other clothing should be substituted for school uniform, which is to be worn appropriately whilst at school and travelling to and from school.
- b. **Shoes:** Black leather lace-up school shoes are the required footwear. These are to be cleaned and polished at all times.
- c. **Boys School Uniform:** Black leather belt, grey socks with elastics as necessary, one of the three school shirts (polo, or long sleeve with tie), grey school shorts. School jumper in cold weather. A school hat is to be worn. Boys' socks are to be worn pulled up. Shirts are to be worn tucked in.
- d. **Girls School Uniform:** Black shoes, full length black unpatterned/plain stockings or white turned down socks. School skirt/shorts/long pants with either red/blue blouse and matching tie, or the blue school dress with tie. School jumper in cold weather. A school hat is to be worn. Girls' skirts are to be worn below the knee.

3. Sports Uniform

- a. The full sports uniform consists of: navy blue Hillbrook logo sports shorts; red and navy Hillbrook logo polo shirt; blue bucket hat or cap; sports shoes; and white or black sports socks. School jumper as required.
- b. The full sports uniform must be worn during Physical Recreation (PR)/Physical Education (PE) and, as advised, at other events and classes.
- c. School socks are not permitted to be worn with the sports uniform. Yoga pants/leggings are not permitted to be worn with the sports uniform.
- d. Students are required to change into their sports uniforms during the break immediately prior to the PR/PE lesson, and change out of their sports uniform during the break immediately following the PR/PE lesson. If a PR/PE lesson falls in Period 1, students are to change into their sports uniform upon arrival at school.
- e. Students who ride their bicycle to and from school, on the same day that they have PR/PE may wear the sports uniform, upon negotiation, with their Home Teacher or Year Coordinator. Students may not wear their sports uniforms home in other circumstances unless directly permitted by the school. Such permissions will be indicated with a note from an appropriate staff member, or via official documentation for an event.
- f. With the exception of 3e, students must travel to and from school in their school uniform, regardless of the form of transport or time.

4. Hats

- a. Hats are an integral part of the school uniform, due to their role in ensuring sun safety.
- b. **School uniform:** Students may choose from either the blue bucket hat or school formal hat to wear with the school uniform.
- c. **Sports/PE uniform:** Students are to wear the blue bucket hat or caps with the sports uniform.
- d. Students are to have hats with them on every school day, regardless of season, and are expected to wear them to and from school.
- e. Hats/caps must be worn whenever students are not under the cover of a built structure.

5. Hair

- a. Hair should be of one natural colour, worn in a neat conventional style. There should be no extremes of hairstyle or presentation. *See 1d.*
- b. Girls should wear red, blue, white or black ribbons, elastic hair ties or discrete accessories of the same colours. Girls with long hair need to tie it back fully. It should be worn off the face and out of their eyes.
- c. Boys should ensure that their hair is cut in a way that is out of their eyes, off the face and above their collar. A 'short back and sides' is the usual interpretation of this. Boys' hair may be cut to a minimum length of #2 blade when using clippers.

- d. Boys should be clean shaven.

6. Personal Hygiene

- a. Students are expected to take responsibility at all times for their own cleanliness. Students should use deodorant or antiperspirant.

7. Jewellery

- a. Minimal tasteful, conservative jewellery is acceptable with the school uniform. Permissible items are a plain metal ring; a light metal neck and/or wrist chain; a watch. 'Smart Watches' which support messaging, internet access or similar communication functions, are not permissible at school.
- b. Girls may wear one pair of small, plain, matching sleepers or stud earrings worn in the lobes of the ears. Discrete gemstones or plain metal is acceptable. Earrings should not be more than 3mm in size.
- c. It is not acceptable for boys to wear earrings with school uniform.
- d. Visible body piercing are not permitted at school, nor are jewellery retainers or spacers. Body piercings must be removed, not covered, when students are at school.

8. Tattoos

- a. Tattoos are not acceptable with the school uniform, unless they are connected to a specific cultural heritage.

9. Make-Up

- a. Make-up is not acceptable with the school uniform.

10. Non-Uniform School Occasions

- a. Students are required to dress appropriately for the occasion and are expected to do so as ambassadors for the school, and to maintain the dignity of our community. On these occasions it is important that students present themselves in a manner that is neat, tasteful and meets safety requirements.
- b. Clothing should be modest and suitable for a workplace.

11. Exceptions to Uniform

- a. Where faith necessitates, the school will make appropriate arrangements to balance these with school uniform requirements. Where matters of gender and identity necessitate, the school will make appropriate arrangements in consultation with the school counsellor.
- b. Senior jerseys are not part of the school uniform. They are an optional item, which is purchased with full knowledge of this condition

12. Bags

- a. All students are expected to have a Hillbrook school bag.
- b. These bags were designed to address long term concerns over weight of bags, over posture, and of capacity.
- c. Implementation will involve all Year 7, 8, 9, and 11 students in 2019. This will extend to include Year 12 in 2020.

13. Labelling

- a. All uniform items are to be clearly labelled with a student's name, to avoid loss, theft, confusion and to assist in the return on misplaced items.

14. Breaches of this Policy

- a. **Temporary exceptions:** In the event of a uniform item being temporarily unavailable, a note from a relevant staff member, or a parent/guardian note signed by a parent and countersigned by Home Teacher will excuse the lapse.
- b. **Minor instances:** Will include such things shirts untucked, tie down or askew, socks down, incorrect hair ribbon, unpolished shoes. Such instances can expect, in the first instance, a reminder. Ongoing minor breaches of the uniform standards would constitute a notable instance.
- c. **Notable instances:** Will include such things as wearing the wrong shoes, wearing unacceptable piercings, slovenly wearing of the uniform, failure to change from sports/PE uniform, failure to have a hat, or ongoing minor instances. Such instances can expect, in the first instance, a detention. Ongoing notable breaches of the uniform standards would constitute a major instance. Students who repeatedly are required to undertake uniform detention will forfeit the privilege of leaving early on the last day of term.
- d. **Major instance:** Failure to wear school uniform, failure to remove piercings etc. Such instances would result in a student being required to go home to make appropriate changes. Return to school would occur only with a commitment to ensuring adherence to the uniform, grooming and presentation policy.