

# UNIFORM, GROOMING AND PRESENTATION POLICY

## 1. Introduction

The Hillbrook uniform is first and foremost an expression of our community, designed to ensure appropriate levels of flexibility and safety, as well as providing garments appropriate to our workplace. It removes the potential for peer pressure regarding dress choice, while maintaining a degree of personal choice.

This policy is 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.

Finally, we are seeking to balance the individual rights of students with their responsibility as ambassadors and members of the Hillbrook community of the school.

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 School Leadership Team will make a final decision.

The foundation students of the school were involved in the selection of styles of the uniform and through the Student Representative Council (SRC), students have continued to be involved in changes, modifications and updates. It is expected that changes or suggestions regarding uniform, grooming or presentation will be taken up through the SRC, or a relevant staff member.

The wearing of the uniform or any other presentation and grooming choice is not a fashion statement.

## 2. School Uniform

- a. No other clothing should be substituted for the 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. The following are the combinations of school uniform which are to be worn together:
  - i. Black leather belt, grey socks pulled up (with elastics as necessary), one of the three school shirts (polo, short sleeve or long sleeve with tie), grey school shorts or long pants (short grey socks can be worn with long pants).
  - ii. Full length black unpatterned/plain stockings or white turned down socks. School skirt/shorts/grey pants with either red/blue blouse and matching tie. Skirts are to be worn below the knee.
  - iii. Blue school dress with either black stockings or short white ankle socks.

- d. Red or blue school jumper as required.
- e. Hats - see point 4.

### 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. Long grey school socks are not permitted to be worn with the sports uniform.
- d. Yoga pants/leggings are permitted to be worn with the sports uniform if sports shorts are worn over them.
- e. 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. (This is subject to change during the COVID pandemic.)
- f. Students who ride their bicycle to and from school, on the same day that they have PR/PE may wear the sports uniform all day provided a note is supplied by their parents and approval is obtained from their Home Teacher or Year Coordinator.
- g. 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.
- h. With the exception of 3f and g, 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, in particular for ensuring sun safety.
- b. School uniform: Students may choose from the blue bucket hat, cap or school formal hat to wear with the school uniform.
- c. Sports/PE uniform: Student are to wear the blue bucket hat or cap 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.
- b. There should be no extremes of hairstyle or presentation.
- c. Long hair (below the collar of the school shirt) must be fully tied back.

- d. Students may choose to wear red, blue, white or black ribbons, elastic hair ties or discrete accessories of the same colours.
- e. Hair cut with clippers must not go below a minimum length of #3 blade.
- f. Students should be clean shaven.

## 6. Personal Hygiene

- a. Students are expected to take responsibility at all times for their own cleanliness and personal hygiene.

## 7. Jewellery

- a. Minimal jewellery can be worn with the school uniform.
- b. Permissible items are one plain metal ring; a light metal neck and/or wrist chain; a watch.
- c. Students may wear one pair of small, plain, matching sleepers or stud earrings worn one per ear. Discrete gemstones or plain metal is acceptable. Earrings should not be more than 3mm in size.
- d. Body or facial piercings must be removed and replaced with a small clear retainer when students are at school.
- e. Smart Watches' which support messaging, internet access or similar communication functions, are not permissible at school.

## 8. Tattoos

- a. Tattoos are not acceptable with the school uniform, unless they are connected to a specific cultural heritage and subject to approval by the School Leadership Team.

## 9. Make-Up

- a. Make-up is not acceptable with the school uniform. This includes lash extensions, nail polish and acrylic nails as they are seen as a form of make-up.

## 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 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, posture and capacity.
- c. These bags should also provide sufficient padding for the carriage of school laptops.
- d. Where a student has carried their laptop in a bag other than the school approved bag, without a protective cover, they may waiver their insurance of this device and will be required to pay for all damages that may occur to their device.

## 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.
- b. All lost property will be recycled at the end of each term.

## 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:** Such things shirts untucked, tie down socks down, incorrect shoes, incorrect hair ribbon, unpolished shoes, failure to change out of sports uniform, long hair not tied back will result in a lunch break detention in the next lunch break.
- c. **Repeated breaches** of the uniform standards, where a student has a uniform detention 3 or more times in a term, they will forfeit the privilege of leaving early on the last day of term and will require communication with parents.
- d. Failure to follow the guidelines within this policy may result in a student being required to go home to make appropriate changes. Students may only return to school when the change has been made and they make a commitment to ensuring adherence to the Uniform Grooming and Presentation Policy.