

UNIFORM, GROOMING AND PRESENTATION POLICY

1. Introduction

The uniform is 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 uniform 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. We are seeking to balance the individual rights of students with their responsibility as ambassadors and members of the Hillbrook community.

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 should not be a fashion statement. We also expect all students to make a respectful decision in their choice of uniform options.

2. School Uniform

- a. Only the items illustrated on the following page can be worn. No other clothing should be substituted for the school uniform whilst at school and travelling to and from school.
- b. The school uniform should be worn appropriately and the ability to 'mix and match' should not be spread across multiple options (eg a shirt from Option 1 should not be substituted for a shirt from Option 2).
- c. Black leather lace-up school shoes are the required footwear for Options 1, 2 and 3. These are to be cleaned and polished at all times.
- d. Skirts and dresses are to be worn below the knee.
- e. For warmth, the red or blue school jumper or school tracksuit jacket can be worn with

all options.

- f. Tracksuit pants are not part of the school uniform and are only to be worn as part of the sports uniform (see next section for more details). Students wishing to wear long pants on cold days must wear the school uniform pants in Options 1 and 2 or black stocking tights with the skirt in Option 2 and the dress in Option 3.
- a. Students may choose to wear whichever hat is indicated in each option – see Point 4 for more details regarding the wearing of hats.

Mix and Match - Option 1



Mix and Match - Option 2



Mix and Match - Option 3



Sports Uniform

- a. Only the items below can be worn. No other clothing should be substituted for the sports uniform.
- b. The full sports uniform (including tracksuit pants) can be worn for the entire day if one of the following two criteria are met:
 - i. Students have a Physical Recreation (PR) or Physical Education (PE) lesson that day, or another approved activity day, or
 - ii. Students have school and parent authority (required each Term) to ride their bike to and from school and this has been approved in Parent Lounge.
Important note – you can only wear your sports uniform in this instance on days you ride your bike.
- c. At all other times, the Options 1, 2 or 3 must be worn.
- d. Long or short grey school socks are not permitted to be worn with the sports uniform.
- e. Yoga pants/leggings are permitted to be worn with the sports uniform if sports shorts or tracksuit pants are worn over them.
- f. Tracksuit pants are sports uniform attire and cannot be matched with other parts of the school uniform.



3. Hats

- b. Hats are an integral part of the school uniform, in particular for ensuring sun safety.
- c. Students may choose to wear whichever hat is indicated in each option.
- d. Students are to have a hat with them every day, regardless of season, and are expected to wear them to and from school.
- e. Hats must be worn whenever students are in the full sun.

4. 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 (touching 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.

5. Personal Hygiene

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

6. 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 permitted at school.

7. 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.

8. 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.

9. 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.

10. 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.

11. Bags

- a. All students are expected to have a Hillbrook school bag (backpack).
- b. These bags were designed to address long term concerns over weight, posture and capacity.
- c. Hillbrook backpacks 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 waive their insurance of this device and will be required to pay for all damages that may occur to their device.

12. 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.

13. 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. **Breaches:** Such things as, but not limited to:
 - i. shirt untucked
 - ii. tie down
 - iii. mixing and matching between options
 - iv. socks down or incorrect socks
 - v. incorrect shoes
 - vi. incorrect hair ribbon
 - vii. unpolished shoes
 - viii. wearing sports uniform if you don't meet the approved criteria (see Section 3b)
 - ix. 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, or has failed to attend uniform detentions 3 or more times, they will be required to stay after school for an hour. If this occurs in the first half of the term the after school detention will occur in Week 5. If it occurs in the second half of the term, they will forfeit the privilege of leaving early on the last day of term, and both these instances 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.