



Diocese Of Maitland-Newcastle
CATHOLIC SCHOOLS OFFICE
841 HUNTER STREET NEWCASTLE NSW 2300

School Uniform Policy

JUNE 2011

Document Number	P0 –DO0004.1
Responsible Officer	Parent Liaison Officer
Effective Date	1 June 2010
Superseded Documents	Policy on School Uniforms March 1977
School Actions	School Policy – Each school is to develop their own policy consistent and aligned with the principles and practices outlined in this systemic policy.
Review Date	June 2015
Associated Documents	

SCHOOL UNIFORM POLICY

CONTENTS

1. Rationale.....	3
2. Aims.....	3
3. Implementation.....	3
4. Budget	4
5. Evaluation.....	4
Support Document 1	5
Guide for Changing the School Uniform.....	5
Support Document 2	6
Guide for Modifying the School Uniform.	6

1. RATIONALE

Schools in the Diocese of Maitland-Newcastle have a long tradition of school uniforms as an important dimension of school life. School uniforms provide a strong sense of identity and contribute to inclusiveness and equity in schools. It is a significant expectation that all students will wear the correct uniform, and are supported by their parents/carers.

Selection of uniforms provides parents with appropriate clothing that is serviceable and durable for a variety of school activities and is considerate of the financial constraints of families in both design and options. The uniform reflects school community standards and expectations.

Over time, for a range of reasons, school uniform design will evolve.

2. AIMS

This policy aims to:

- 2.1. Provide direction for procedures for changing school uniforms.
- 2.2. Provide direction and procedures for modifying school uniforms.
- 2.3. Define the responsibilities of various groups involved in making changes to school uniforms.

3. IMPLEMENTATION

- 3.1 Each school will have a uniform policy to direct parents to the correct uniform, outline support for compliance and a uniform code for students. A uniform committee and the formation of clothing pools may assist with the bulk purchase of uniform items and the provision of quality second hand clothing to alleviate the costs on families.
- 3.2 School communities will clearly determine standards and expectations with regard to jewellery, footwear, body-piercing and hair styles in keeping with agreed community standards. These standards are to be well communicated in relevant student and parent documentation.
- 3.3 The Parent Liaison & Resource Officer and the Assistant Directors may act as resource personnel with the implementation of this policy. Decisions concerning changes or modifications to uniform will rest, as far as possible, with the school community. The appendix to this policy provides processes for school communities to change or modify uniforms. Changing uniforms is defined as the entire uniform being replaced. Modifying means an addition to or alteration of one part of the uniform. Where the uniform is to be completely changed then the consent of the appropriate Assistant Director of Schools is required.
- 3.4 This policy and its appendix inform all processes in relation to the establishment of, changing or modifications to school uniform. The NSW Occupational Health and Safety Act 2000 will need to be considered to ensure that students are not exposed to risks to their health and safety by uniform design.

- 3.5 Any change or modification to a uniform has significance not only for parents but also for those agencies that supply uniforms. Sufficient notification must be given to uniform suppliers and the school community before any changes are made to the school uniform. A reasonable change over period must be allowed following a change or modification to uniform.
- 3.6 Broad ranging consultation involving the Parents and Friends Association, Uniform Committees, staff, students and uniform suppliers will contribute to modifying or changing the uniform.
- 3.7 Each school will have a uniform policy to direct parents to the correct uniform, outline support for compliance and a uniform code for students. A uniform committee and the formation of clothing pools may assist with the bulk purchase of uniform items and the provision of quality second hand clothing to alleviate the costs on families.

4. BUDGET

- 4.1 Community decision making should take into account the cost of uniform items. This includes the serviceability and durability of the materials.
- 4.2 Provision should be made to provide uniforms items at a discounted price for parents with limited income.

5. EVALUATION

- 5.1 This Policy will be evaluated in September 2014 by the Parent Liaison and Resource Officer.

SUPPORT DOCUMENT 1

Guide for Changing the School Uniform.¹

ROLES AND RESPONSIBILITIES

1. Initial proposals for changing the uniform must be made to a Parents and Friends meeting. The meeting will move a motion approving the Principal to form a committee to proceed.
2. The Principal will facilitate a committee to guide the process. The committee shall comprise representatives of all sections of the school community; Principal, parents of various grades, students and staff representatives.
3. The committee's role is to gauge community support for the change and present options for the uniform to the community. This process will entail wide consultation to get strong community consensus on the change.
4. The consultation process will involve a survey to all parents of children enrolled in the school. The survey will detail the options considered by the committee. Survey returns will be signed by the parents. Of the returned surveys, in the order of 60% will determine the outcome. It should be noted that surveys not returned are not an indication of approval or otherwise and must not be counted as such.
5. The school community must be informed of the results of the survey as soon as is practicable. The next meeting of the Parents and Friends Association should formally endorse the changes.
6. Once the community has approved the changes, the committee will advise the Assistant Director of Schools of the process and outcomes and seek approval for the change. In making the decision, the Assistant Director of Schools role will ensure the consultation process was appropriate and conducted in a manner suitable to the school.

¹ Some school communities, following community consultation, have entered into commercial arrangements with a company to provide the uniform for a set period. Such arrangements may limit the school communities' right to change or modify the uniform during the contract period.

SUPPORT DOCUMENT 2

Guide for Modifying the School Uniform.

Occasionally a school uniform may need to be modified. These occasions may be the result of a supplier ceasing to be in business, particular material or designs no longer available or superseded, or the need to make an addition to the uniform. The following procedures will apply in the decision making processes in schools.

1. Initial discussion will take place at a Parents and Friends meeting. Circumstances that require modification to a uniform item will be outlined. The meeting will move a motion to engage an appropriate sub-committee to investigate the possible options and make these known to the school community.
2. A survey will be sent to parents of all children enrolled in the school outlining the options. The committee will display the option/s and may indicate their preference and the reasons for this. A majority of returned surveys will determine the community's decision. It should be noted that surveys not returned are not an indication of approval or otherwise and must not be counted as such.
3. The modification/s should be formally endorsed at the next Parents and Friends meeting.