



Uniform Policy

Rationale:

A uniform dress code reinforces in students a pride in their own appearance, instils recognition of **themselves as an integral part of the Kambrya College school community, and assists in developing** pride in representing their school. Issues of equality, health and safety, and expense are also factors that contribute to the establishment of the Dress Code. ***Interpretation of what is deemed to be acceptable under the terms of this policy is at the discretion of the Principal or their representative.*** This policy should be read in conjunction with *Ministerial Order 870- Child Safe Standards*, and the college's *Statement of Commitment to Child Safety*. To ensure ease of access to relevant policy for community members, Kambrya College articulates the following components of student engagement as separate policies under the overarching framework of student engagement and inclusion.

Student Engagement Policy Framework:

- Community Code of Conduct
- Child Safe Code of Conduct
- Attendance Policy
- Anti-Bullying Policy
- Equal Opportunity and Anti-Harassment Policy
- Disabilities and Impairments Policy
- Discipline Procedures
- Student Safety: Responding to Critical Incidents Policy
- **Uniform**
- Class Formation

The policies that sit within the Student Engagement and Inclusion Policy framework reflect the school community's aspirations and the unique local context of Kambrya College. This is critical to developing a positive school culture and supporting a school council's strategic aims.

Aims:

- To promote equality amongst all students.
- To further develop a sense of pride in, and identification with Kambrya College.
- To provide durable clothing that is cost effective and practical for the Kambrya College school environment.
- To maintain and enhance the positive image of the school in the community.

Introduction of the new school uniform (2016-2018)

The new uniform has been implemented in a staged manner to ensure that no family was disadvantaged financially by the change; rather the staged implementation considered the life expectancy of the current uniforms that are in circulation. The timeline takes into account an introduction that ensures that students will get a minimum of at least two years of wear out of the new uniform prior to finishing Year 12. As such, the published timeline will be adhered to, with the following underlying principles being observed:

- The only students permitted to wear the OLD uniform in 2018 are the Year 12 students.
- As of 2019, all students must wear the new uniform.

Implementation:

- The Kambrya College uniform caters to all gender identities and cultural requirements. A variety of uniform options are available, thus guaranteeing that the uniform is accessible to all students.
- We expect our students to wear the uniform with a sense of pride; being neat and tidy at all times.
- The Kambrya College backpack is the only bag recommended for students.
- The uniform associated dress code applies during school hours, while travelling to and from school, and when students are on school excursions.
- Summer and Winter uniforms, as well as a sports uniform will be prescribed, and are required to be worn.
- There is a preference for the dress and skirt length to be worn at the knee.
- In addition to the points below regarding piercings, the only acceptable jewellery are: a watch and one piece of jewellery (either a ring, bracelet, necklace, anklet, sport band or religious symbol) to be worn respectfully and discretely (at the discretion of the Principal or their representative): e.g. pendants must be worn below the collar line of the uniform. Jewellery may be required to be removed for OHS reasons.
- No spike piercings are permitted.
- Any spacer/gauge earrings must be plugged and have a diameter no greater than one centimetre (1cm).
- Any visible piercing must be worn discreetly.
- No visible body art or tattoos.
- Facial hair is permitted if it is well groomed.
- Extreme hair colours and/or extreme hairstyles are not permitted.
- Students can dye their hair a natural shade (e.g.- blonde / black / brown / red); however, extreme shades of a natural colour are not permitted (e.g.- fluorescent red). If clarity is needed on this requirement, the onus lies with the individual student who must seek approval from the Principal prior to having their hair dyed.
- Facial cosmetics may be worn discreetly and should not be noticeable (no false eyelashes, no excessive mascara, no heavy eyeliner, no coloured eye shadows and no bright lipstick).
- Only clear or French style nail polish can be worn.
- The length of the nail must 5mm and of a natural curved shape. Acrylic nails which are pointy at the tip are not allowed under any circumstances.
- Kambrya College encourages all students to wear the college approved head cover.
- The student Dress Code, including details of uniform items and places of purchase, will be published in the newsletter at the start of each year.
- School Council requires the Principal be responsible for implementation of the Dress Code in a manner consistent with the Student Code of Conduct.
- Parents/Guardians seeking exemptions to the Dress Code due to religious beliefs, ethnic or cultural background, student disability, health condition or economic hardship must apply in writing to the Principal.

New School Uniform Requirements

For students who are required to adopt all aspects of the new uniform (as per the published timeline), or those who are opting into the new uniform (either full or aspects of) prior to their requirement to do so, please note the following general requirements in relation to the wearing of outerwear and accessories:

Jumper (pullover): The Kambrya College jumper can be worn at any time of the year. This the only jumper permitted.

Blazer: The Kambrya College blazer is optional.

Soft Shell jacket: The soft-shell jacket (with school logo) can be worn at any time of the year. This is the only soft-shell jacket permitted.

Kambrya fleece lined water-resistant jacket (thick jacket):

The Kambrya fleece lined water-resistant jacket (with school logo) can be worn any time of the year. This is the only rain jacket permitted

- Senior jacket:** Year 12 students (only) will have the option to purchase and wear a personalised School Council approved senior jacket. The jacket will be available directly from the school.
- Shoes:** Shoes worn with the Summer and Winter uniform must be sturdy full black with NO visible logo. Generally, a sturdy shoe will have a robust strong sole. Note that slipper type shoes are NOT permitted, nor are flimsy canvas shoes. The definition of sturdy is at the discretion of the principal or their representative.
- Sport shoes:** Sturdy runners (of any colour) that provide adequate support in a sporting environment.
- Socks:** Plain Navy, White, Grey or Black socks are the only colours permitted when wearing any part of the uniform.
- Tights:** Students may wear navy or black tights with the full uniform. **Note that leggings can NOT be worn at any time.**
- Hijab:** Hijabs may be worn by those required to do so for cultural reasons. Hijab must be plain navy blue.
- Scarves:** Scarves can be worn during term 2 and 3 only and MUST be plain navy blue.
- Hats:** The only hat permitted is the Kambrya College sport cap; which can only be worn outdoors.
- Belts:** A plain black belt can be worn with shorts and long trousers.
- Jewellery:** The wearing of jewellery must be in accordance with the requirements set out in the Uniform Policy.
- Makeup:** The wearing of makeup must be in accordance with the requirements set out in the Uniform Policy.

PLEASE NOTE: Non-uniform items may be confiscated and held for a period of time.

Non-compliance of the Uniform Policy associated with genuine financial hardship or medical issues will be considered on a case by case basis. The Principal or their representative may provide appropriate uniform in such cases.

Evaluation:

This policy will be reviewed as part of the school's three-year review cycle.

Author	Keith Perry- College Principal
Approved by Kambrya College School Council	May 2018
Responsible for Review	Paul Looker- Assistant Principal
Next Review Date	May 2021

Summer options (Term 1 & 4)

Kambrya College **Charcoal shorts** worn with:

- Short sleeved white shirt with Kambrya College logo or
- Short sleeved white shirt without logo
- Plain Grey, black, white or navy socks
- Full black sturdy shoes (no identifying logo on shoe)

Kambrya College **Charcoal long trousers** worn with:

- Short sleeved white shirt with Kambrya College logo or
- Short sleeved white shirt without logo
- Plain Grey, black, white or navy socks
- Full black sturdy shoes (no identifying logo on shoe)

Kambrya College **Summer dress** worn with:

- Plain Navy, black, white or grey socks and/or navy or black tights
- Full black sturdy shoes (no identifying logo on shoe)
- ***There is a preference for the dress length to be worn at the knee***

Kambrya College **Winter skirt** worn with:

- Short sleeved white shirt with Kambrya College logo or
- Short sleeved white shirt without logo
- Plain Navy, black, white or grey socks and/or navy or black tights
- Full black sturdy shoes (no identifying logo on shoe)
- ***There is a preference for the winter skirt length to be worn at the knee***

Optional items

- Kambrya College blazer
- Kambrya College jumper
- Kambrya College soft shell jacket
- Kambrya College thick jacket
- Hijab – must be plain navy blue
- Students are encouraged to wear the Kambrya College sport cap outdoors

Winter Options (Term 2 & 3)

Kambrya College **Charcoal shorts** worn with:

- Short or long sleeved white shirt with or without logo
- Kambrya College tie
- Plain Grey, black, white or navy socks
- Full black sturdy shoes (no identifying logo on shoe)

Kambrya College **Charcoal long trousers** worn with:

- Short or long sleeved white shirt with our without logo
- Kambrya College tie
- Plain Grey, black, white or navy socks
- Full black sturdy shoes (no identifying logo on shoe)

Kambrya College **Summer dress** worn with:

- Plain Navy, black, white or grey socks and/or navy or black tights
- Full black sturdy shoes (no identifying logo on shoe)
- ***There is a preference for the dress length to be worn at the knee***

Kambrya College **Winter skirt** worn with:

- Short or long sleeved white shirt with or without logo
- Kambrya College tie
- Plain Navy, black, white or grey socks and/or navy or black tights
- Full black sturdy shoes (no identifying logo on shoe)
- ***There is a preference for the winter skirt length to be worn at the knee***

Optional items

- Kambrya College blazer
- Kambrya College jumper
- Kambrya College soft shell jacket
- Kambrya College thick jacket
- Navy scarf
- Hijab – must be plain navy blue

Health and Physical Education/Sport Uniform (Summer and Winter)

- Kambrya College navy microfiber shorts, OR
- Kambrya College navy microfiber track pants
- Kambrya College sport top (navy with red and yellow panel)
- Kambrya College soft shell jacket (optional)
- Plain Navy, black, white or grey socks and/or navy or black tights
- Sturdy runners (of any colour)
- Kambrya College sport cap

VET Students (Onsite):

Students enrolled in onsite VET programs are required to adhere to any OHS requirements specific to the VET program. This may require students to wear designated uniform items as specified in the program materials list.

Kambrya College students are required to adhere to all the hair/makeup and jewellery restrictions as detailed in the Dress Code and Kambrya College Uniform Policy.

YEAR 12 (2018 students ONLY)

Acceptable 'Old' Uniform Items

Health and Physical Education/Sport Uniform

- Navy blue Kambrya College polo sport top with house colour on collar edge
- Kambrya College navy sports shorts or
- Kambrya College navy netball skirt or
- Kambrya College navy tracksuit pants or plain navy tracksuit pants
- Kambrya College navy tracksuit jumper or polar fleece jacket
- College water proof jacket with embroidered College logo
- Plain White or blue plain socks (should be visible above ankle)
- Sturdy lace up runners

Seniors Uniform

Additions to the current uniform for year 12 Students only. These additions have been introduced to complement the current uniform and to distinguish the Senior Students.

- Senior Navy-Blue Zip Front Jacket
- Senior jacket (Year 12 only)
- College Senior tie (Compulsory- Terms 2 and 3)
- Senior Polo Shirt (Terms 1 and 4 only)

Full uniform items:

- Summer dress
- Winter Check skirt
- Midford white school short sleeved shirt (open neck)
- Midford white school long sleeved shirt
- Taupe shorts
- Navy trousers (girls) with College logo
- Taupe trousers
- Plain black belt
- College tie
- College jumper or polar fleece jacket with embroidered College logo
- College water proof jacket with embroidered College logo
- Plain Long white or blue socks or plain navy or black tights
- College jackets with graffiti or other markings on them are NOT permitted to be worn at any time