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Uniform Policy

POLICY REVIEW

This policy may be reviewed periodically and republished; as applicable. The principal may issue additional instructions within the policy framework as appropriate. The policy will also be reviewed on a biennial basis.

Updated: October 2024 by College Leadership Team

Implementation date: November 2012

Approved by: GBC Board

Next review: November 2026

AMENDMENT		DATE	DESCRIPTION OF AMENDMENT
Page	Version		
All	2022.3	21/12/2022	New format applied; points of clarification added, in accordance with changing social standards.
9	2023.1	31/05/2023	Lost Property changed to Lost and Abandoned Property.
4, 5-6	2024.1	28/10/2024	Exceptions added for special events; uniform incentives added; hats required with students when outside, on head when not in shade; formal pants or shorts optional for girls.
5, 8, 9	2025.1	19/05/2025	Clarification of student 'outliers' for incentive, clarification of hair tie requirements, clarification of minimum hair length.

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Background

Uniform is an important part of the College, as it creates a sense of belonging and identity, and is required to be worn by all enrolled students. It is a condition of enrolment at the College that students conform to the uniform requirements. Full uniform must be worn while the student travels to and from the College.

Parents who choose to enrol their child at Goldfields Baptist College (GBC), accept the terms of this Uniform Policy in its entirety, and will endeavour to comply with its requirements insofar as possible.

Scope

The College Uniform Policy applies to all enrolled students, and is the responsibility of parents to enforce.

The College uniform serves the purpose of:

- enhancing positive interaction between students
- promoting the College in the community, creating responsibility and accountability
- eliminating issues surrounding clothing
- minimising financial obligation of parents relating to the purchase of expensive clothing items (e.g. designer brands and/or multiple outfits)
- creating a sense of belonging and positive College culture
- creating and enhancing a sense/culture of equity

The Uniform Policy is monitored and implemented by GBC staff.

Policy

It is a condition of enrolment that students comply with the uniform requirements while in the College, and also to and from school. All students enrolled at the College are required to wear the College uniform, except Kindergarten students, for whom it is optional.

1. Context and Strategies

1.1 Exceptions (temporary)

All students are required to wear the College uniform, unless a parent/guardian requests a temporary exception and gets approval by the College. Students need a written explanation if they are not in correct uniform on any given day, to obtain a temporary uniform pass. Temporary exceptions may be granted due to medical or other qualifying circumstances - which are assessed on a case-by-case basis. The College has the right to recall all previously granted exceptions – if the surrounding circumstances change, or if constraints cause any misunderstanding of the temporary nature of the exception.

1.2 Christian Principles and Modesty Standards

As part of GBC's Christian ethos and values, students need to maintain a high level of modesty at all times. As per Goldfields Baptist College's uniform policy and the College rules, uniform will be worn a majority of the time. However, at times, and with the permission of the Principal, students may wear free dress. This may include organised free dress days, afterschool programmes, specialist classes, work experience, camps and other school based events.

During non-uniform times, modesty and appropriateness needs to be displayed by all students (male and female) and students must refrain from wearing:

- Inappropriate or skimpy clothing
- Tank tops, singlets or other string strap style tops that may expose the shoulders
- Short skirts, dresses or 'short-shorts' that may expose the legs above mid-thigh – must comply with the College's standard of dress. The only exception is official College sports shorts or skirts (e.g. netball skirts)
- Free dress with inappropriate writing/images which contradict the Christian ethos of the College
- Bikinis or revealing swimwear – must be sports type or be completely covered by board shorts and a rash vest
- Oversized and/or undersized garments do not fit the uniform requirements

Exceptions to the above may apply to specific College events (e.g. with regard to evening wear at formal events). Where exceptions may apply, dress standards for these events will be stipulated by the College prior to the event taking place.

1.3 Uniform Management Strategies

1.3.1 Non-Compliance Strategies

Pastoral care teachers will check every morning for uniform compliance. Students with unexplained (by a parent/guardian) non-compliant uniform items may be given a verbal warning or further disciplinary action.

Students who are non-complaint will be given a Uniform Incident on Compass. If a student receives five Uniform Incidents in a single College Term, they will receive a Negative Incident for defiance.

Blatant non-compliance with the Uniform Policy or intentional breaches may result in immediate action – such as parent collection, student isolation until an appropriate College Uniform is brought to the College, or students being assigned items of uniform from the College Uniform Shop, with parents invoiced for costs incurred.

Further or ongoing non-compliance with the Uniform Policy will result in an interview with the Deputy Principal and may result in an internal suspension and/or review of student enrolment.

If all communication and compliance strategies fail, further non-compliance may result in termination of student enrolment.

All uniform issues will be assessed on a case-by-case basis and, where possible, the College will work with parents/guardians to make appropriate arrangements to ensure the Uniform Policy is met.

1.3.2 Incentive Strategies

Cohorts have the opportunity to earn Free Dress days on the last student day of the mid-term week and the last student day of each term. Students qualify for their Free Dress Day by ensuring their cohort receive no more than eight uniform infringements for a small student cohort (16 or fewer students), or no more than sixteen uniform infringements for a large student cohort (17 or more students). Where few students are responsible for a high rate of uniform infringements, these student 'outliers' will be individually informed that they are unable to access the incentive, while the remaining members of the cohort will have access to the free dress day.

2. The College Uniform

The Summer Uniform is required in Terms One and Four, Winter Uniform is required in Terms Two and Three.

2.1 Formal Uniform for Primary Students (Years 1-6)

2.1.1 Female Primary Student Uniform

Bottoms – Summer/Winter

Students should be wearing the College skirt with navy socks/opaque navy tights, formal pants or shorts with navy socks, depending on weather.

Shirts/jumpers/jackets

Lemon shirts with College logo to be worn all year. College jumper/tracksuit top is to be worn on cold days. Students may wear long-sleeved navy, white or black skivvies underneath shirts in very cold weather. Students may wear plain navy or black gloves and/or plain navy or black winter jackets (such as coats or ski jackets) when outdoors in very cold weather. No other jumpers or jackets are permitted.

Shoes

Black leather (or vegan substitute) school shoes.

Hats

A College hat must be with students at all times when outdoors, and must be worn when students are not in shade.

2.1.2 Male Primary Student Uniform

Bottoms – Summer/Winter

Students should be wearing the College trousers or shorts with navy socks, depending on weather.

Shirts/jumpers/jackets

Lemon shirts with College logo to be worn all year. College jumper/tracksuit top is to be worn on cold days. Students may wear long-sleeved navy, white or black skivvies underneath shirts in very cold weather. Students may wear plain navy or black gloves and/or plain navy or black winter jackets (such as coats or ski jackets) when outdoors in very cold weather. No other jumpers or jackets are permitted.

Shoes

Black leather (or vegan substitute) school shoes.

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Hats

A College hat must be with students at all times when outdoors, and must be worn when students are not in shade.

2.2 Formal Uniform for Secondary Students (Years 7-12)

2.2.1 Female Secondary Student Uniform

Bottoms – Summer/Winter

Students should be wearing the College skirt with navy socks/opaque navy tights, formal pants or shorts with navy socks, depending on weather.

Shirts/jumpers/jackets

White shirts with College logo to be worn all year. Navy ties are worn in Winter. Singlet, if worn, must be white. College jumper/tracksuit top is to be worn on cold days. Students may wear plain navy or black gloves and/or plain navy or black winter jackets (such as coats or ski jackets) when outdoors in very cold weather.

Shoes

Black leather (or vegan substitute) school shoes.

Hats

A College hat must be with students at all times when outdoors, and must be worn when students are not in shade.

2.2.2 Male Secondary Student Uniform

Bottoms – Summer/Winter

Students should be wearing the College trousers or shorts with navy socks, depending on weather.

Trousers are required for formal events.

Shirts/jumpers/jackets

White shirts with College logo to be worn all year. Navy ties are worn in Winter. Singlet, if worn, must be white. College jumper/tracksuit top is to be worn on cold days. Students may wear plain navy or black gloves and/or plain navy or black winter jackets (such as coats or ski jackets) when outdoors in very cold weather.

Shoes

Black leather (or vegan substitute) school shoes.

Hats

A College hat must be with students at all times when outdoors, and must be worn when students are not in shade.

2.3 Sports Uniform (all year groups, male and female students)

Bottoms

College navy sports shorts or tracksuit pants, depending on weather.

Shirts/jackets

College House sport shirt with logo.

Students may wear the College tracksuit jacket with their sports uniform on cold days.

Shoes

Appropriate sports shoes (lace-up/Velcro, non-canvas shoes), with white sports socks that cover the ankle.

Hats

A College hat must be with students at all times when outdoors, and must be worn when students are not in shade.

Students in sporting teams are required to wear appropriate team attire, in accordance with instructions by the HPE Co-Ordinator.

2.4 Optional Uniform Items and Additional Information

2.4.1 Kindergarten Student Uniform

It is not compulsory for Kindergarten students to wear the College uniform. If a uniform is worn, it should be the correct Physical Education Uniform.

It is preferred by Early Childhood staff that Kindergarten students wear easily removable shoes to school, for ease of changing footwear for water play and other activities.

2.4.2 Unavailable Items

If a College uniform item is not available from the GBC Uniform Shop, an alternate will be suggested and allowed until the item is restocked. The Uniform Shop Manager will advise the parent/guardian of suitable substitutions and will liaise with the College so that a temporary exception is automatically applied.

2.4.3 Appropriate Footwear – Additional Information

Formal shoes

Black, polished leather (or vegan alternative) school shoes are compulsory footwear for students at the College when wearing the formal uniform. Shoes must be “heeled” but with heels not higher than 20mm, measured from the inside of the heel. Lace-up shoes must be properly tied.

Unacceptable formal shoe styles include:

- Brogues i.e. shoes that have a punched pattern/Mary Janes i.e. shoes that have an ankle strap and toe covering with the front of the foot uncovered
- Chunky type shoes
- Shoes with coloured stitching or coloured shoelaces
- Ballet slippers and buckled shoes

Sports shoes

Sports shoes must be cross trainer or running shoes. Skate shoes, basketball shoes or Volleys are not permitted.

Orthotics

Clarks “Daytona” is an acceptable shoe that is designed for orthotics. Many other brands are equally able to accommodate orthotics, whilst meeting the College’s uniform requirements. Boots are not acceptable.

Bags

The College bag is part of the College uniform, and should meet the following requirements:

- Primary College students must leave their bags outside their classroom in an orderly fashion
- For Secondary College students, all bags must be locked away in the lockers
- Bags must be kept in good condition and should be free from graffiti and unnecessary decoration
- Unsatisfactory bags will need to be replaced
- All bags must be named, though parents are reminded to keep students’ names out of sight of potential predators when students are walking or using public transport to journey to and/or from school

Bathers

Modesty is required when wearing bathers for any College activity. One-piece bathers are highly preferred for all students. Sun-shirts are acceptable, though must meet the acceptability standards of this Uniform Policy (i.e. no offensive images/slogans etc.). T-shirts are not acceptable. Students may wear board shorts and a sun-shirt, provided it is worn over their bathers. Students are not permitted to wear bikini- or speedo-styled bathers, unless these are under board shorts and a sun-shirt.

2.4.4 Seasons

Students should dress in Summer Uniform during Terms One and Four, and in Winter Uniform during Terms Two and Three, unless otherwise indicated by the College. Teachers will specify the uniform appropriate for individual excursions. The usual procedure for excursions is Summer Uniform in Terms One and Four, Winter Uniform in Terms Two and Three and Winter or Formal Uniform on special representative occasions. The Sports Uniform is worn on Health and Physical Education days.

Pre-Primary to Year Six students may wear plain navy blue, black or white long-sleeved vests or skivvies underneath their shirts on very cold days. No turtleneck or collared varieties. Parents can buy these at any store, as they are not stocked in the Uniform Shop.

2.4.5 Examinations

During exam times, students may choose to wear the Sports Uniform or their formal College Uniform, to allow for comfort. A mixture of sports and formal should not be worn, however discretion during this time will be applied.

2.4.6 Gum-free

Goldfields Baptist College is a gum-free College.

2.5 Appearance

Students' appearance must be neat and tidy at all times, and comply with the College Uniform Policy.

2.5.1 Make-up

Make-up is not acceptable at all in the Primary section of the College. However, in the Secondary section, light cover foundation may be applied.

Products such as lipstick, eyeliner, mascara or blush etc. are not permitted.

Any student breaching the policy or wearing excessive make-up will be provided with makeup removal wipes/creams and required to remove it immediately.

2.5.2 Nails

Nails are to be kept short and only clear polish may be worn.

Any student breaching the policy will be provided with polish remover/fake nail remover and required to remove it/them immediately.

2.5.3 Hair

Hair styling must be conservative, neat and tidy, with no visible full or partial shaving shorter than a 'number two' haircut.

Extremes of fashion are not permitted – e.g. no partial head-shaving/patterns shaved into hair, excessive teasing or gel use.

Long hair (i.e. hair which reaches the collar) must be tied back in a ponytail or plaits only, using only plain navy blue, black or brown hair ties, scrunchies and/or clips.

Hair is to be kept a natural colour – hair dyes should not be used in the Primary section of the College. If in Secondary, only neutral or light tones are acceptable. Unusual or extreme colours are not permissible.

Any colour or style deemed to be unacceptable, according to the College policy, will require parent contact and rectification. Students may be required to wear a hat at all times while at the College if a hair style deemed unacceptable is going to take some time to be rectified.

2.5.4 Facial Hair

Students must be clean-shaven during the school day and at all College events. Sideburns should not extend down past the earlobe.

Any student breaching this policy will be provided shaving cream and a razor to rectify grooming concerns and comply with the Uniform Policy.

2.5.5 Jewellery

Jewellery must not be worn – unless it is approved in accordance with the GBC Uniform Policy.

One plain (gold or silver) stud or sleeper in the lower ear lobe is the only ear jewellery that is permissible.

No noticeable body, nose, face or other piercings are permissible. This includes clear piercings. As such, **students who wish to have noticeable body piercings applied must not do so during the College term**, as these piercings will need to be removed at school, irrespective of how recently they were applied.

A chain with a cross is allowed – as long as it is worn under the uniform – it should not be worn during sports or other practical subjects (e.g. Design and Technology etc.).

A traditional, culturally significant (e.g. 'greenstone') pendant is permissible - as long as it is worn under the uniform – it should not be worn during sports or other practical subjects (e.g. Design and Technology etc.).

No rings or other fashion items are permissible.

Students who choose to wear other jewellery risk its confiscation with the item being returned only to a
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parent/guardian or at the end of the College Term.

Any student breaching this policy may have items of jewellery confiscated. Although all care will be taken with jewellery, the College accepts no liability for confiscated items. On a first offence, students' jewellery items may be confiscated and returned to the student at the end of the College day. Subsequent confiscations may not be returned to the student until the completion of the College term.

2.6 Uniform Standards

In addition to wearing the appropriate items of clothing and conforming to all of the requirements for makeup, hair and grooming, students are expected to keep their uniform in good condition and wear it properly and modestly.

All students must comply with the following:

- The shirt should be tucked in fully, not rolled up
- The shirt featuring a waist band should be fully buttoned to the bottom
- The top button of the shirt must be done up at all times when wearing a tie
- The tie should be neatly tied and pulled up so that it covers the top button
- The tie should be a reasonable length
- Shoes should be clean and polished
- Formal shorts should be worn neatly with waist band above the hip and hem touching the knee
- Trousers should be worn neatly with the waist band above the hip
- In all cases, socks must completely cover the ankle
- Skirts and dresses must be no more than two inches above the knee

3. Further Parent Considerations/Items for Information

Parents/guardians are required to purchase items from the College Uniform Shop. Good quality, second-hand items are advertised in the Uniform Shop as available.

New uniform items can be purchased via QuickCliq or by attending the Uniform Shop during its operating hours.

3.1 Lost/Abandoned Property

Lost Property is placed in a box in the foyer of the Administration Building. If not claimed, items are recycled at the end of each term through the Uniform Shop, or donated to a charitable organisation. **We strongly recommend parents/guardians label all student uniform items.**

3.2 Non-Compliance with Uniform and Appearance Code

Requiring students to wear the correct College Uniform at all times, in accordance with College Policy, is the direct and sole responsibility of parents/carers. Parents/carers accept that uniform instils a sense of positive identity within the College and will ensure that the uniform is clean and neat and kept in good repair.

If, for an unavoidable reason, a student is unable to meet the uniform requirements on a particular day, parents/carers are requested to forward a note with explanation to the student's Pastoral Care Teacher – considered as an application for temporary exception. The Pastoral Care Teacher will issue the student with a uniform pass for the day, or according to the circumstances, and within the bounds of College policy.

Where parents/carers are experiencing financial difficulty with purchasing a uniform, they should contact the Principal.

Where a student's dress does not meet the College requirements and no explanation has been forthcoming, parents/carers will be notified and a solution found.

In cases where students need an exemption or modification to a component of the uniform and appearance code, for medical reasons, a medical certificate is required and a formal notification of the exemption will be sent to parents/guardians and staff.

In the event of a breach of the College Uniform Policy being rectifiable (e.g. appearance requirements, such as the need for make-up/jewellery/facial hair removal), students will be provided with the necessary resources to facilitate corrections to their uniform/presentation, in order to meet requirements.