



**FLINDERS**

CHRISTIAN COMMUNITY COLLEGE

Hope & Purpose through Christian Education

# UNIFORM POLICY

## Purpose

The purpose of the Uniform Policy is to establish guidelines for the wearing of school uniform at Flinders Christian Community College to ensure there is a balance between the rights of the individual students and the best interests of the College. This Policy has been developed to strengthen the spirit of community within the College and promote the identity of the College in the wider community by supporting the wearing of school uniform.

## Scope

This Policy applies to all enrolled students at the College and their parents or legal guardians.

## Policy Statement

As representatives of the College, students should wear their school uniform with pride and in a way that promotes self-respect and honours God. The College seeks to engender a sense of identity, build cohesion and good order in the school whilst respecting the rights of individual students. The College is committed to developing an appropriate school uniform in consultation with parents and students of the College to ensure that students are able to fully and safely participate in school life.

The College will uphold human rights and anti-discrimination legislation and seek to create a safe and inclusive school environment where students from all backgrounds and regardless of personal characteristics (such as disability, health condition or gender identity) feel welcome, supported and physically and emotionally secure at school.

## Uniform Regulations

This Policy must be read in conjunction with the Uniform Regulations.

## Enforcement of Policy

The College will take appropriate measures (including disciplinary action) to ensure compliance with the Policy and Uniform Regulations.

The Principal may determine the consequences to be imposed on a student for not wearing the school uniform in accordance with the Policy or the Uniform Regulations.

## Procedure

The College will review the school uniform from time to time to ensure that it reflects the requirements of the students and the College.

The College will undertake a consultation process with interested parties, including parents and students, in relation to any proposed changes to the school uniform.

The consultation process will include the following steps:

- explanation of the proposed changes to the school uniform and the reasons for the proposed changes;
- careful consideration of any viewpoints raised by interested parties, such as parents, students and teachers;
- consideration in relation to the practicality of garment design, materials used in construction, and the cost implications of the proposed items; and
- provision of any relevant timeframes to interested parties.

## Exemptions

This Policy and the Uniform Regulations will take precedence over a student's individual preferences, unless an exemption applies.

An exemption will exist when:

- an aspect of this Policy or the Uniform Regulations:
  - prevents students from being able to attend school or participate in school activities on the same terms as other students because of the personal characteristics as per human rights and anti-discrimination legislation;
  - offends a religious belief held by the student, parents or carers; and/or
  - prevents students from complying with a requirement of their religious, ethnic or cultural background;
- the student has a particular disability or health condition that requires a departure from this Policy or the Uniform Regulations;

- the student or the parents or carers can demonstrate particular economic hardship that prevents them from complying with this Policy or the Uniform Regulations.

Further grounds for exemption may be allowed at the Principal's discretion.

## Exemption Process

To determine whether an exemption applies, the College will follow the below exemption process in order to comply with its obligations under human rights and anti-discrimination legislation.

The exemption process should only be necessary in exceptional circumstances as a dress code should accommodate the needs of all students.

The Principal is responsible for managing and conducting the exemption process. In exceptional, circumstances another staff member at the College may be appointed to consider an exemption request.

This table describes the exemption process.

Stage	Description
1	<p>Parents, carers or students must apply in writing to the Principal for an exemption. The application must include the particular aspect of this Policy or the Uniform Regulations that the student is prevented from complying with, reasons / grounds for an exemption, and evidence to support the application.</p> <p>Following receipt of the application, the Principal will:</p>
2	<ul style="list-style-type: none"> <li>• explain the exemption process to the applicant;</li> <li>• consider the application, including the grounds for exemption; and</li> <li>• maintain confidentiality (so far as reasonable) in relation to issues of a personal nature revealed to substantiate the application.</li> </ul> <p>The Principal will seek to negotiate a resolution that:</p>
3	<ul style="list-style-type: none"> <li>• is acceptable to all parties; and</li> <li>• may include: <ul style="list-style-type: none"> <li>◦ a modification of the dress requirements rather than a complete exemption;</li> <li>◦ granting assistance to allow compliance with this Policy or the Uniform Regulations without embarrassment or stigma (for example, when the exemption is sought for economic purposes); and</li> </ul> </li> </ul>

Stage	Description
	<ul style="list-style-type: none"><li>○ conditions under which the exemption is allowed.</li></ul>
4	The Principal will provide a response in writing to the applicant, either granting an exemption or providing reasons as to why the exemption is not granted.

## Communication of Policy

This Policy and the Uniform Regulations will be communicated widely throughout the school community via the school website, school newsletter, prospectus and the school uniform suppliers.

## Related Legislation, Standards and Agreements

- *Age Discrimination Act 2004 (Cth)*
- *Charter of Human Rights and Responsibilities Act 2006 (Vic)*
- *Disability Discrimination Act 1992 (Cth)*
- *Education and Training Reform Act 2006 (Vic)*
- *Education and Training Regulations 2007 (Vic)*
- *Equal Opportunity Act 2010 (Vic)*
- *Racial and Religious Tolerance Act 2001 (Vic)*
- *Racial Discrimination Act 1975 (Cth)*