



# DRESS CODE

## WHOLE COLLEGE



### UNIFORM SHOP – OPENING HOURS & CONTACT INFORMATION

The Uniform Shop is operated by **The School Locker** and is located on the ground floor of C Block (opposite the Bookshop).

**Please note: School Locker sells branded Earnshaw clothing.**

The Uniform Shop's regular operating hours are: **Tuesday & Thursday from 8:00am to 10:30am.**

**The School Locker North Lakes** store is opened 7 days a week. **The School Locker North Lakes** is located at 4-6 Burke Crescent, North Lakes. Uniform orders can be placed online at [www.theschoollocker.com.au](http://www.theschoollocker.com.au) ☎ 3490 1400 [service@theschoollocker.com.au](mailto:service@theschoollocker.com.au)

The Earnshaw State College School Dress Code Policy has been developed in consultation with parents and caregivers, school staff, students and the Parents' and Citizens' Association. A formal endorsement by the P and C is attached to this policy.

The Earnshaw State College community endorses, supports and expects students to be in uniform. A uniform is an important part of the development of our school as we agree it presents the first (and often lasting) impression people form about our school and its students. The Earnshaw State College Dress Code assists our school community by:

- Allowing for the easy identification of our students on school premises and during regional sporting and cultural events and excursions, critical incidents, safety drills or evacuations.
- Alerting our school staff to people who may not belong on our school grounds.
- Reducing the pressure of buying name brands and following the latest trends and fads, which minimises any visible economic or social differences between students.
- Promoting a sense of common purpose and belonging, consistency and unity in the daily activities of students.
- Student dress codes reflect school community standards and balance the rights of individual students with the best interests of the whole school community. They are consistent with health and safety considerations and anti-discrimination legislation. Student dress codes offer gender neutral uniform options for all students.

Parents are asked to supply a note/communicate with the Office if, for any reason, a student is unable to wear the uniform correctly. Please contact the College on 3621 7333 if there are any issues regarding the purchase of the uniform.

Earnshaw State College recognises that in some situations students may require modifications to the requirements of the school dress code;

- Uniform modification and exemptions
- Special needs/individual circumstances modification
- Individual circumstances modification

These modifications are designed to permit a student to attend the school with maximum compliance with the dress code, recognising that the student may not be able to fully comply (for example, if a student gets permission from the school to colour or shave their head in order to participate in a charitable activity or if a student with a disability finds the present uniform unsatisfactory for their disability).

### **Requests for exemption**

The exceptional circumstances of some students or families may require parent/s to request an exemption.

### ***Conscientious objection***

Earnshaw State College recognises that some students and parents may have a conscientious objection (for example, on the basis of genuine religious or cultural grounds) to their children wearing a school uniform and may wish to apply for individual circumstances modification or exemption.

## ***Financial hardship***

Personal financial circumstances may make purchasing school uniform items seem unrealistic for some families. Parents should note that Earnshaw State College can provide relevant assistance to families for uniform items where financial stress is genuine;

- Loan uniforms are available from a bank of clothing which may be borrowed by students until uniforms are able to be purchased.
- Second hand uniforms are available for purchase from the P & C Uniform Shop.
- If these arrangements are unsatisfactory, parents may apply for a flexible payment plan with the school's Business Services Manager.

## ***Pre-existing exemption or modification***

The Principal will also consider granting an exemption or modification where a student has had a dress code exemption or modification in place at another school, immediately prior to enrolling at Earnshaw State College.

## **Application Process**

An application for individual circumstances modification or for exemption should be made in writing to the College Principal. The College Principal in considering the application may require additional information from an applicant to satisfy themselves that the application has a genuine basis (as opposed to a mere preference or dislike). The College Principal will endeavour to respond to such an application as soon as practicable after receiving it, either granting the application or refusing it. The College Principal's response will be in writing. Applicants will be afforded natural justice. The College Principal's decision is final.

## **Consequences of approval**

Where a student is granted an individual circumstances modification or exemption, they will be provided with a card outlining the individual circumstance modification or exemption. The exemption or modification allows the student to attend school without receiving a disciplinary consequence applied for the uniform non-compliance, but these students may however be prevented from attending, or participating in, any school activity that, in the reasonable opinion of the College Principal, is not part of the essential educational program of the school (this can include school excursions, extra-curricular activities where the student is associated with the college) and / or be prevented from attending, or participating in, any college activity for which the student would have been representing the school.

The student is obliged to carry the card while they are at school and is obliged to present it if school staff query their uniform status. Failure to carry the card may result in disciplinary action.

## **Managing non-compliance**

The following non-compliance process should be undertaken during the student's free time, not during lessons which are part of the essential educational program of the school.

Where a student is inappropriately dressed and does not hold an exemption card or a note from a parent (This note from the parent is for one off or emergency and unusual occasions, if a longer period of time is required then exemption process as outlined in this policy should be followed):

- the student will be offered a choice of correct uniform items from the bank of clothing / uniforms held at the school for the day (to be returned to the school at the end of the school day).
- if they refuse to accept the offer of a correct uniform item, the student will be sent to Student Services by the staff member where either a Head of Year Level, House Manager/Manager of Year Level or office staff will ring the student's home to explain the uniform policy requirements to parents, request parental cooperation in requiring their child to accept the uniform items or where possible request that the required uniform items be brought to school for the student to change into.
- If, after this, the student is non-compliant, they will be dealt with in accordance with the sanctions for non-compliance.

Families with students who have a history of dress code non-compliance are encouraged to contact the Head of School or Deputy Principal to discuss the matter.

In circumstances where the College Principal is satisfied that the student's non-compliance is beyond the student's control, disciplinary sanctions will not be applied.

### **Sanctions for non-compliance**

Students who are non-compliant, despite the managing non-compliance process above, will be subject to the following consequences for each instance of non-compliance, namely:

- detention and / or
- preventing the student from attending, or participating in, any activity for which the student would have been representing the school;
- preventing the student from attending, or participating in, any school activity that, in the reasonable opinion of the College Principal, is not part of the essential educational program of the school (this can include school excursions, extra curricular activities).

*All students are expected to comply with the dress code and all parents and staff are expected to support the school in enforcing this dress code.*

**The Formal Uniform is to be worn each day, with the exception of the following:**

- Prep: will wear **Sports Uniform ONLY**
- Years 1 to 3: on the days they have Health and Physical Education & Swimming lessons **ONLY**
- Years 4 to 6: on Friday for Interschool Sport and days with Health and Physical Education lessons **ONLY**

		Uniform	
Junior School  Prep Students	<ul style="list-style-type: none"> <li>• <b>Shirt</b> – Earnshaw College polo shirt</li> <li>• <b>Shorts</b> – plain, navy, shorts or plain, navy skort</li> <li>• <b>Socks</b> – short, white socks</li> <li>• <b>Shoes</b> – predominantly black or white, regular style joggers (<b>not</b> canvas/Dunlop Volley shoes)</li> <li>• <b>Hat</b> – navy, broad-brimmed with Earnshaw logo</li> </ul>		
		Formal Uniform	Sports Uniform
Junior School  Years 1-6	<ul style="list-style-type: none"> <li>• <b>Dress</b> – Earnshaw College tartan tunic</li> <li>• <b>Socks</b> – short, white socks (fold over ankle height, <b>not</b> anklets)</li> <li>• <b>Shoes</b> – covered black, leather or vinyl, lace up or Velcro school shoes</li> <li>• <b>Hat</b> – navy, broad-brimmed with Earnshaw logo</li> <li>• <b>Shirt</b> – Earnshaw College navy shirt with tartan trim and logo <b>Formal shirts must be tucked in.</b></li> <li>• <b>Shorts</b> – plain, navy, tailored short</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Shirt</b> – Earnshaw College polo shirt</li> <li>• <b>Shorts</b> – plain, navy shorts or plain navy skort</li> <li>• <b>Socks</b> – short, white socks</li> <li>• <b>Shoes</b> – predominantly black or white, regular style joggers (<b>not</b> canvas/Dunlop Volley shoes)</li> <li>• <b>Hat</b> – navy, broad-brimmed with Earnshaw logo</li> </ul>	
Junior School  Winter Clothing	<ul style="list-style-type: none"> <li>• Students have the option of either the Earnshaw College fleecy top with logo or the Earnshaw College spray jacket</li> <li>• Alternatively, students may wear a plain, navy, fleecy, track top with no hood, patterns, stripes or logos</li> <li>• Navy trousers or navy tailored pants may be worn with the formal shirt</li> <li>• Plain, navy, track pants may be worn with the Earnshaw College polo shirt</li> <li>• Plain black/navy stockings/tights and Bike pants can be worn (underneath the dress). Leggings, knee high stockings or socks are not acceptable.</li> </ul>		

# Dress Code

All students are expected to comply with the dress code and all parents and staff are expected to support the school in enforcing this dress code.

**The Formal Uniform for years 7 – 12 is to be worn each day, with the exception of the following:**

Years 7, 8 & 9: on Tuesday for Interschool Sport **ONLY**

Years 10 to 12: on Wednesday for Interschool Sport **ONLY**

Please note: Students in Years 7 to 12 are to bring their sports uniform or swimsuit to change into on the days they have a HPE lesson.

	Formal Uniform	Sports Uniform
Secondary School	<ul style="list-style-type: none"> <li>• <b>Blouse</b> – white blouse with logo</li> <li>• <b>Skirt</b> – tartan skirt</li> <li>• <b>Shorts</b> – formal tailored navy shorts with logo</li> <li>• <b>Junior Secondary College Tie</b></li> <li>• <b>Senior Secondary College Tie</b></li> <li>• <b>Socks</b> – short, white socks (fold over ankle height, <b>not</b> anklets)</li> <li>• <b>Shoes</b> – covered black, leather or vinyl lace up school shoes</li> <li>• <b>Hat</b> – navy, broad-brimmed with Earnshaw logo</li> <li>• <b>Shirt</b> – white shirt with logo <b>Formal shirts must be tucked in.</b></li> <li>• <b>Pants</b> – plain, navy, tailored shorts or trousers</li> <li>• <b>Socks</b> – long, navy, College socks</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Shirt</b> – Earnshaw College polo shirt</li> <li>• <b>Shorts</b> – plain, navy shorts or plain, navy skort</li> <li>• <b>Socks</b> – short, white socks</li> <li>• <b>Shoes</b> – predominantly black or white, regular style joggers (<b>not</b> canvas/Dunlop Volley shoes)</li> <li>• <b>Hat</b> – navy, broad-brimmed with Earnshaw logo</li> </ul>
Secondary School Winter Clothing -	<ul style="list-style-type: none"> <li>• Students have the option of either the College fleecy top with logo or the College spray jacket</li> <li>• Alternatively, students may wear a plain, navy, fleecy, track top with no hood, patterns, stripes or logos</li> <li>• Navy trousers or navy tailored pants may be worn with the formal shirt</li> <li>• Plain, navy, track pants may be worn with the Earnshaw College polo shirt</li> <li>• Plain black/navy stockings/tights and Bike pants (underneath the dress). Leggings, knee high stockings or socks are not acceptable.</li> </ul>	

The photographs below represent appropriate shoes, socks and hat for Earnshaw State College students.

### Sports Uniform

Predominantly black (**Sample 1**) or white, (**Sample 2**) regular style joggers (not canvas/Dunlop Volleys shoes) with short, white socks for all students in the College. These shoes must have a non-marking sole to protect the floor of the Sports Hall.



**Sample 1**

**Sample 2**

### Formal Uniform

**All students** will wear regular-style, covered black school shoes. The shoes must have a solid base. Thin, slipper-style vinyl or canvas shoes do not meet workplace health and safety standards, and are not acceptable as part of the College uniform for any students.

**Junior School students** wear covered black school shoes, with short white socks (fold over ankle height, **not** anklets).



With skirt



With pants

This is the approved **Earnshaw State College broad-brimmed hat**. A plain, broad-brimmed navy hat in the same colour and style is also acceptable. Caps are **not** acceptable.



## Please Note:

### Jewellery

While at school students are allowed:

- **Facial Piercings - All piercings must adhere to workplace safety regulations.** (e.g. not in brow and lips)
- All piercings must be discrete, unobtrusive and safe. They must be plastic, gold, silver or with a clear stone. **What is considered not acceptable is at the discretion of the school administration.**
- One small nose stud piercing is permitted.
- **Ear piercings** - Only plain gold and silver sleepers and studs earrings are to be worn. The number of earrings is to be kept to a minimum.
- Unapproved items will be asked to be removed and may be confiscated and sent directly to the office for safe keeping until 2.40pm. Parents of repeat offenders will be contacted to collect the items.
- A watch and one plain signet ring. For some activities the watch may need to be removed. The safe care of the watch when it needs to be removed remains the responsibility of the student.
- A necklace of religious/cultural significance may be worn under the shirt, not to be seen.
- The wearing of jewellery when completing physical activity, especially in contact sports, poses a high risk of injury to the student and/or other students. **All jewellery must be removed before completing physical activity (e.g. HPE lessons) and participating in sporting competitions (e.g. Interschool Sport).** This includes (but is not limited to) the following: watch, earrings (studs/sleepers,) signet ring, any other 'invisible' jewellery type. Students are advised not to wear jewellery on the days they have a HPE lesson or are scheduled to participate in sporting competitions.



This nose piercing is permitted. Sleepers are permitted in the ears.



These piercings are not permitted due to Workplace Health & Safety.



## General

- Coloured nail polish and excessive makeup are not permitted at the College. Students wearing excessive make up and coloured nail polish will be asked to remove it
- Extreme hairstyles or hair colours are not acceptable. What is considered not acceptable is at the discretion of the school administration.
- If hair ties are worn they must feature in the school colours or be brown, black or white.
- Items of uniform that are purchased elsewhere and are not Earnshaw State College issue must be plain and comply with the dress code. Stripes, patterns, designs and other logos are not acceptable on these uniform items.
- When representing the College at sporting events, athletes are required to be smartly dressed in the appropriate sports uniform for that team. Team coaches will advise of team uniform requirements.
- Where students are representing the College at events, other than sporting events, the full formal uniform must be worn. Students will not be allowed to leave the College grounds unless they follow the uniform rules.
- Safety rules require a good standard of footwear of a firm material, especially in Manual Arts, Science, Hospitality, Art and Physical Education departments.
- All articles of clothing should be marked with the student's name.

## Review Date

The parent community is regularly consulted on school uniform matters through the Parents' and Citizens' Association.

The Earnshaw State College Dress Code Policy will be reviewed annually.

Parents and Citizens Association meetings are held on the 3<sup>rd</sup> Tuesday of each month. The P & C representative can be contacted by email at [pandc@earnshawsc.eq.edu.au](mailto:pandc@earnshawsc.eq.edu.au) for further information on how you can raise issues in relation to the Earnshaw State College School Dress Code.

## Parents and Citizens Association Endorsement

The P & C of Earnshaw State College resolves that it supports the Earnshaw State College School Dress Code Policy because it believes that a student dress code at Earnshaw State College promotes the objects of the *Education (General Provisions) Act 2006*.

Kaylene Donaldson  
President

21<sup>st</sup> June 2016



**Our College Mission**

Earnshaw State College community is committed to nurturing determination, confidence and competence within our students to enable them to achieve beyond their expectations. We strive to invest in them strong self-belief and a lifelong desire for the pursuit of learning

**Our College Vision**

To excel in the art of teaching and the pursuit of learning with open hearts and open minds.

**Our College Values:**

Diligence ~ Integrity ~ Courage ~ Empathy

**Our College Motto**

Prepare Today for Tomorrow

**Our College Rules:**

Be Responsible ~ Be Respectful ~ Be Safe

