



Cavendish Road State High School

Uniform and Dress Code Policy (Updated 18.11.24)

Authority to have and apply a dress code expressed as a uniform. S.360 and 361 of the Education (General Provisions) Act, 2006 (EGPA) authorizes the Principal to determine the Uniform and Dress Code policy in consultation with the Parents' and Citizens' Association (P&C) Executive, P&C and members, staff, parents and students. Please note two aspects; *dress code*, as expressed in a school uniform, and, the *standard* to which that dress code is to be adhered to.

Background. Whilst having a uniform, students are expected to wear the correct uniform and wear it to a high standard. Other matters include personal presentation while in uniform. 'Cavroadians' wear their uniform correctly and with pride of presentation. Our school's student *dress code* is expressed as a uniform, and is consistent with other complementary and applicable legislation, including Human Rights and Anti-Discrimination legislation. It is gender non-specific. Our school's dress code provides for a number of *standards* to the school's dress code generally.

The school's Enrolment Agreement that parents, carers, and students are provided prior to, and agree to support when enrolled, refers to various obligations of parties to that agreement. This includes school policies. It is incumbent on parents and carers to provide school uniform for their child to comply with the dress code. As wearing uniform, correctly, and general presentation is an expectation, so is the removal of any barriers to do so for every young person. In all matters of ensuring students are able to participate in state education, we support all students to identify with their school, belong, and be included and this extends to wearing the correct uniform.


A table is provided and explanatory notes follow. The requirements to wear the school uniform, to the standard required and to personal presentation provided in the following tables. Applying a school uniform dress code is not an infringement of human rights and this policy complies with Anti-Discrimination legislation in both content of the uniform and its application to standard. Accommodations are made that comply with all of the grounds of human rights that may apply to school uniforms.

FORMAL UNIFORMS The formal uniform provides for and recognizes a student's transition from junior (years 7 to 9) to senior (years 10 to 12) with further recognition of rite of passage to graduating Year 12 students who are presented with a school necktie donated by the P&C.



The items of dress code to be worn for purpose of school activity have exclusively complementary items. These are noted, where applicable, against specific items in the tables below. There are alternate days for the two uniform types. Formal uniforms are worn to and from school on non-sports days. Sports uniform is worn Tuesday (Years 7, 8 and 9) or Wednesday (Years 10, 11 and 12).

SPORT UNIFORM ON NON-SPORT DAY FOR HPE. To ensure the comfort of the student and class climate after physical activity, students are required to change during break times before class and change back into their formal uniform at the end of the class. Designated change rooms are provided for both junior and senior students for this purpose.

FORMAL UNIFORM (Items indicated with an * need to be purchased from the school uniform shop)


| ITEM | DETAILS | HOW/WHEN WORN |
|---|--|---|
| *BLOUSE:  | White overblouse with short sleeves, button opening at the center front and with a scooped hemline. A wide roll collar is attached to a V-neckline. The pocket, embroidered with the school logo, is compulsory from 2023. | Top button must be done up. Blouses need to be of an appropriate size which does not allow the mid-riff to be seen when arms are raised. The blouse is not worn tightly. |
| Items worn with the BLOUSE | | |
| *TIE: | Year 7 to 9 bottle green “cross” tie. Year 10 to 11 bottle green “knotted” tie. Year 12 bottle green “Senior” tie which is gifted to students by the P&C. | The tie is knotted at the collar. The knot of the tie must cover the top button. |
| *SKIRT: | A-line bottle green skirt with 3 hip-stitched pleats either side of the center front and center back, and a side zipper opening. | The finished length is on or below the knee. Skirts are worn on the waist and not to be rolled up. |
| *OR SHORTS | Formal shorts in bottle green. | Can be worn with the formal blouse only. |
| *OR LONG PANTS | Formal grey long pants | Can be worn with the formal blouse only. |
| *SOCKS: | Cavendish Road white socks. | Worn unfolded above the shoe line |
| SHOES: | Black college leather polished shoes with black laces. Non-leather sports shoes/slip-on shoes/contemporary urban design shoes from the likes of Nike or Globe are NOT permitted. (Canvas shoes do not conform to Workplace Health and Safety requirements.) Contrast stitching e.g. Dr Martens or similar are NOT permitted. | Laces are to be black only tied with a bow at the top. The backs must always be firm to support the heel. Shoes must be in good order. |
| *BUCKET HAT OR CAP | Cavendish Road hat with school crest. | Bucket hats or caps are suited to general wear, playground and sports activities. |
| Options with the BLOUSE | | |
| STOCKINGS: | Black full-length stockings – not knee-hi stockings. | Can be worn with formal uniform only. |
| FAITH BASED HEAD SCARVES: | Plain bottle green or white – no decorations or tassels. | |
| SCHOOL BAG: | A range of black school bags available. | If purchasing from another retailer, a plain black, non or minimal branded bag school bag, is preferred. |


FORMAL UNIFORM (Items indicated with an * need to be purchased from the school uniform shop)

| ITEM | DETAILS | HOW/WHEN WORN |
|---|--|--|
| *FORMAL SHIRT   | Years 7 – 9 students Bottle green short sleeved shirt open necked, with white facings on collar and sleeve. The pocket, embroidered with the school logo is compulsory from 2023. Year 10 - 12 students A white short or long-sleeved shirt open necked with pocket embroidered with the school logo is compulsory from 2023. Year 12 students Year 12 students wear a bottle green “Senior” tie that is gifted to students by the P&C, with their white embroidered shirts. | It must be worn tucked into shorts or trousers. The collar must be turned down. It must be worn tucked into shorts or trousers. The collar must be turned down. The sleeves of the long-sleeved shirt must not be rolled up above the elbows. It must be worn tucked into shorts or trousers. The collar must be turned down. The sleeves must not be rolled up above the elbows. The |

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| | | knot of the tie must cover the top button. |
| Items worn with the FORMAL SHIRT | | |
| *TROUSERS/ SHORTS | College grey tailored short or college grey long trousers. | Shorts and trousers must be worn with the belt described below. |
| BELT | Plain black belt with a plain buckle. | Worn with shorts or trousers. |
| *SOCKS (WORN WITH COLLEGE GREY TAILORED SHORTS) | Year 7 – 12 Cavendish Road white socks. or Years 10 – 12 Long grey socks with school colour tops. | White socks worn unfolded above the shoe line. Long grey socks to be worn pulled up or neatly folded. |
| SOCKS (WORN WITH COLLEGE GREY LONG TROUSERS) | Short grey or black socks. | These socks are ONLY to be worn under the college long grey trousers. |
| SHOES | Black college leather shoes with black laces. Non-leather sports shoes/slip-on shoes/contemporary urban design shoes from the likes of Nike or Globe are NOT permitted. (Canvas shoes do not conform to Workplace Health & Safety requirements.) Contrast stitching e.g. Dr Martens or similar are NOT permitted. | Black laces only are to be tied with a bow at the top and black only. The backs must always be firm to support the heel. Shoes must be in good order and polished at all times. |
| *BUCKET HAT OR CAP | Cavendish Road hat with school crest. | Bucket hats or caps are suited to general wear, playground and sports activities. |
| Option with the FORMAL SHIRT | | |
| UNDER SHIRT | A plain BOTTLE GREEN or WHITE T-shirt ONLY can be worn under the BOTTLE GREEN formal shirt. A plain WHITE T-shirt ONLY can be worn under the WHITE formal shirt. | The under shirt must only be visible at the collar of the formal shirt. It must not extend below the formal shirt sleeve. |
| SCHOOL BAG: | A range of black school bags available. | If purchasing from another retailer, a plain black, non or minimal branded bag school bag, is preferred. |

| WINTER CLOTHING – optional (Items indicated with an * need to be purchased from the school uniform shop.) | | |
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| ITEM | DETAILS | HOW/WHEN WORN |
| *JUMPER | Pullover – bottle green with white stripes on the neck. | Jumper is to be worn at the wrist and must be in good condition. Sleeves are not to be pulled over the hands. |
| *JACKET | Bottle green with white trim. | Can be worn with either the formal or sports' uniform. |
| BLAZER | Bottle green with monogram on pocket. | Worn with formal uniform by Year 12 Leaders only. |
| *TRACKPANTS | Bottle green school track pants with white pin stripes are only to be worn with the sports uniform. | Worn over the sports shorts. |
| *SCARVES | Bottle green scarf with white monogram. | Worn around the neck. |

| SPORTS UNIFORM (Items indicated with an * need to be purchased from the school uniform shop.) | | |
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| ITEM | DETAILS | HOW/WHEN WORN |
| *SHORTS  | Green 4-way stretch shorts with white CAV RD on lower left is compulsory from 2023 . | To be worn at a length that finishes at the top of the knee. Not to be rolled up. |

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| <p>*POLO</p>  | <p>Green polo shirt with white piping, white school logo and white CAV RD on the back is compulsory from 2023.</p> | <p>Shirt is not tucked in.</p> |
| <p>*SOCKS</p> | <p>Cavendish Road white sports socks.</p> | <p>Worn unfolded.</p> |
| <p>SHOES - SPORTS</p> | <p>Low cut lace-up runners/track shoes/runners/sports shoes. Vans, skate shoes, deck-shoes, slip-ons and canvas casual shoes are not permitted.</p> | <p>Laces are to be tied with a bow. Shoes must be clean and in good order. Boots are not acceptable.</p> |

GENERAL NOTE: Only items provided for in this table are permitted to be worn at school. Students will be asked to remove items that are not part of the school uniform. See “Managing Uniform Issues” below.

JEWELLERY AND TATTOOS.

- Students who have a tattoo for cultural significance and identity must apply for and be granted an exemption by the Principal. Students who have a tattoo not consistent with cultural practice and identity should cover them.
- A wristwatch or other wrist device or smart watch may be worn. Smart watches must have notifications switched off. Wristbands of any description are not to be worn. Note: Medical bracelets or medical necklaces are exempt.
- Earrings are to be stud or sleeper only not detracting from the intent of the uniform standard of presentation. Stretchers or spacers are not permitted.
- Further facial piercings are to use clear plastic studs. They are not to be metal.
- Anklets are not to be visible.
- Necklaces must not to be visible. Students wishing to visibly wear necklaces espousing or declaring their religious or cultural belief must apply for and be granted an exemption by the Principal.
- Head scarves consistent with school colours of bottle green, black, or white Cav. Rd scarf.

MAKEUP.

- Heavy applications of foundation, blusher, eyeliner, mascara or severe eye lash extensions are NOT allowed.

NAILS.

- Gel or nail polish, may only be worn in one only, light colour and shade
- Health & safety first. Finger nails that pose a health or safety risk to others, may render a student ineligible to participate in some physical or other activities. This applies particularly where contact with others is a consideration, or where the manipulation of materials or dexterity is required, for example, handling test tubes, glassware, tools and instruments.

HAIR

- Hair must be neatly groomed, in natural toning, worn off the face and neatly tied back for all students.
- Hair accessories must be in the school colours of green and white (available from the uniform shop).
- Facial hair must be neat and tidy.
- Fingernail polish and excessive make up that does not meet this standard are uniform correction matters to be attended to.

MANAGING UNIFORM ISSUES

Students, parents and staff recognize that maintaining standards of behaviour and attitude to school is good for learning and a safe, welcoming environment. Wearing uniform correctly helps build and maintain a culture of pride and belonging, creates equality for all, inclusiveness, and contributes to good discipline. A two-step process:

Step1. Supporting and correcting, are our first responses to students not wearing uniform to dress code and standard.

A student in this situation presents to uniform correction where they will be assisted and resolved without disciplinary response. Uniform correction is open each morning and aides distribute items required, at no cost, to be returned. Late arrivals are also assisted in these circumstances:

- “forgetting” to wear the correct item of uniform
- having difficulty due to family circumstance or financial hardship
- requires the removal of jewelry or nail polish to meet standard
- minor items such as issue of hair ties, or correct socks to meet standard

Before school. When a student has a short-term problem and are not wearing the correct school uniform,

- students are expected to report Uniform Correction (8.30am – 8.40am).
- They will be provided with a replacement uniform or item e.g. school tie, belt, shirt, blouse, shoes, jumper.
- Students who present to school in non “Cav Rd” socks will be given a pair of “Cav Rd” socks to keep, and parents or carer will be sent an invoice through the school’s finance system.
- All borrowed items are to be returned washed and ironed within 3 days. Note: That parents/carers are invoiced for the non-return of borrowed items.
- Hair, nails, or excessive jewelry
 - are discussed with students and given opportunity to rectify or remove.
 - tying hair back (ribbon or elastic tie will be provided)
 - removing excessive jewelry (in the alternative, may be confiscated according to Education Queensland Policy *Temporary Removal of Student Property*) and
 - Parent or carer contacted to support the policies of the school as agreed under the Enrolment Agreement if the issue cannot be immediately resolved.

Teachers. During the school day, if a student is in class and is not wearing the correct uniform, the teacher

- will provide opportunity to self-correct e.g. tie back hair, put on the correct shoes, remove jewelry (that may be confiscated according to Education Queensland Policy *Temporary Removal of Student Property*) or other uniform item if these are readily accessible such as in a student’s school bag,
- will not refer the student to uniform correction as to interrupt learning
- record any refusal or avoidance behaviour in IDAttend. Follow up and possible disciplinary consequences may be applied by the Head of Student Services or Deputy Principal.

Step 2. Students are expected to comply with the Code of Conduct. Where not wearing the school uniform and to standard is a choice exercised by the student, for example,

- students persistently choose to breach the dress code and standard, or
- consistently avoid uniform correction
- failing to, or avoiding self-help provided for students at uniform correction,
- for not wearing the correct uniform and not having a pass issued in regard to an item of uniform
- refusal to follow a direction from a teacher to self-help at the uniform correction room

Students may be subject to other disciplinary consequences not impacting their instruction for non-compliance with the dress code and standard.

An individual case management approach will be adopted:

- All matters will be recorded in IDAttend, and referred to the Head of Student Services (HoSS) who will communicate with the parent or carer to resolve the issue and attempt to support the student as a welfare issue to establish positive routines. This may include balancing incentives with the issue of consequences under the Student Code of Conduct.
- Students who subsequently demonstrates an unwillingness to follow such routines are referred to the Deputy Principal for the year level who will communicate with the parent in attempt to resolve the on-going issue. This may include the issue of consequences under the Student Code of Conduct.
- The student remains in class, or in an alternative instruction setting at school to engage in their learning.
- In matters where the student fails to attend to in-school discipline may result in further consequences under the Student Code of Conduct

Consequences

Students are NOT suspended, excluded or denied access to instruction for a uniform infringement. Consistent with the school Student Code of Conduct, failing to seek, seeking to avoid, or refuse correction will attract consequence for the failure, avoidance or refusal. Students may be:

- issued detentions during school, or after school with notice
- provided alternate instruction where the correction required is significant or poses a health and safety risk, or
- more serious consequences under the Student Code of Conduct for persistent refusal to follow directions

Exemptions & excuses.

An exemption for a minor departure from the dress code or standard must be sought and approved by the Principal who will consider safety and other matters consistent with legislation and policy. Exemptions are limited to reasonable requests based on cultural, religious or other grounds as provided for in Human Rights and Anti-Discrimination legislation. These rights may be limited where it is reasonable to do so, as provided for in legislation. Excuses that are personal in nature or an expression of preference or fashion is not an acceptable excuse not to comply with the dress code and standard

Exemptions will be issued in the Principal's discretion where:

- there is a legitimate consideration on cultural or religious grounds, or
- a permanent or temporary injury, medical or mental health condition, supported by a relevant practitioner

SUN SAFE - HATS

All students, in all year levels (Years 7 to 12), are required to wear a school hat (bucket hat or cap) whenever in the sun.

SENIOR JERSEYS

Senior jerseys complement the school uniform as an item of acceptable dress code for year 12 students only. Ordering and payment is arranged by the school as a 'user pay' item and not via the P&C Uniform Shop.