# Uniform Procedures

## 1. Purpose

For a Catholic school community, a student uniform is an important element to:

- Promote a sense of Catholic identity and pride
- Strengthen Catholic school community cohesion
- Enhance student safety, health and wellbeing, and
- Prepare students for the expectations of professional workplaces.

In accordance with Quality Catholic Education, Our Lady of Fatima Schools uniform guidelines promote the guiding principles such as *Catholic Pastoral Communities* and *Partnerships and Engagement.*

Recognising CEWA's obligations under anti-discrimination and safety legislation, the following must be adhered to in the design of school-based procedures.

- *Australian Human Rights Commission Act 1986* (Cth)
- *Disability Discrimination Act 1992* (Cth)
- *Disability Standards in Education 2005* (Cth)
- *Racial Discrimination Act 1975* (Cth)
- *Sex Discrimination Act 1984* (Cth)
- *Equal Opportunity Act 1984* (WA)

| SOURCES OF AUTHORITY | |
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| CECWA Policy | Community Policy |
| Executive Directive | Student Safety and Wellbeing |

## 2. Scope

These guidelines apply to all students in Kindergarten to Year 6.

## 3. Principles

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| Consistency | School uniforms must be similar for all students, irrespective of gender, as far as practicable. |
| Suitability | School uniforms must be suitable for learning activities, with options available for sport, physical education and other physical activities. |
| Affordability | School uniforms must be affordable for families across Catholic school communities and comply with CEWA's procurement requirements. |
| Inclusivity | School uniform expectations must consider religious requirements, |

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| | cultural requirements, gender considerations, as well as any medical or individual needs of students. |
| Transparency | Processes to develop or amend the school uniform must include Catholic school community consultation and engagement. |

In 2022, the leadership team sought feedback from students, parents and staff about the uniform at Our Lady of Fatima School. Key points that were identified, included:

- Removing the need for a tie for the Winter uniform.
- Providing pant options for girls and removing the change from a pinafore to a skirt.
- Removing the need to buy different shorts for boys in Winter.
- Having the sports uniform as the basis for early childhood.
- Being more flexible about sport shoes options.

Simultaneously, the leadership team consulted with the parent volunteers running the onsite uniform shop about how they perceived the future viability of the current model. Using the feedback, the School Advisory Council investigated alternate models.

Following endorsement from the School Advisory Council, Our Lady of Fatima School's uniform was updated, as well as a change to use an external uniform shop provider. A year of transition was provided in 2023, to support families with the changes.

## 4. Procedures

Hair and Appearance

1. We expect that students arrive at school looking neat and respectable.
2. Small stud earrings or sleepers, a watch or medic-alert bracelet and a necklace with a cross or crucifix are the only jewellery items to be worn. No other jewellery is permitted.
3. Nail polish is not appropriate for school days.
4. We ask parents to ensure that their children's haircut is neat, tidy and appropriate for school. Shaved sides, mullets or long hair over the face is considered inappropriate. Hair below the collar needs to be tied up with a hair tie, ribbon or hair scrunchy in the school colours, white and blue.

Uniform

1. All school uniform items, other than shoes, can be purchased from the Spartan online uniform shop: https://www.spartanschoolworld.com.au/collections/our-lady-of-fatima.
2. Our Lady of Fatima School is a sun-smart school. All students are required, as part of the uniform, to wear the school hat, which is designed to maximise sun protection.
3. In Kindergarten, it is important that children feel comfortable and free to play so appropriate 'play clothes' are recommended. Clothing will need to be suitable for "messy play" (sand pit, play dough, painting) and climbing activities. A Kindy shirt is available from the online uniform shop and is optional. Clothes should be manageable for the child to go to the toilet without adult

assistance. Parents are asked to please have spare clothing (including underwear) available in your child's school bag. Self-managed footwear is recommended. Please choose according to the season (sandals summer, sneakers/gumboots in winter).

4. The expectations of Pre-Primary to Year 6 student uniforms and personal presentation, (through the range of weather conditions throughout a school year) are included on our school website.

Religious Considerations

Some students may wish to observe certain religious and cultural requirements while also comply with their school's uniform. These could include head coverings, clothing lengths, or adornments such as certain jewellery. The Principal must discuss these requirements with students and parents/carers to understand the cultural/religious significance, and how this will be accommodated within the uniform.

Gender Considerations

The Principal must ensure uniforms do not unlawfully discriminate based on gender. While skirts and dresses are popular within the school community, a gender-neutral option has been provided, which includes female shorts and pants.

Student-Need Considerations

The Principal must ensure uniforms do not unlawfully discriminate based on disability or health conditions. Where a student has a disability or health condition that needs to be accommodated, the Principal must adjust the school's uniform procedures, or provide other exemptions, to ensure reasonable adjustments are made.

Management of Non-Compliance with these Procedures:

1. Information about these procedures is communicated at the beginning of the school year during the parent information night. They are also available on our school website and communicated regularly in the school newsletter and Seesaw.
2. Parents/carers and students are regularly reminded about the importance of wearing the uniform correctly, in line with the student code of conduct.
3. As a first instance, staff would speak to students about non-compliance.
4. Should the issue continue, a teacher will inform parents about the concern.
5. If there is still non-compliance, the issue would be referred to the Assistant Principal and responded to in line with the School's Behaviour Engagement Procedures, available on the school website.
6. If parents/carers are not satisfied with the school's response, they are invited to our Dispute and Complaints Procedures, also available on the school website.

Grounds for Exemption

Grounds for exemption will exist when:

- An aspect of the uniform prevents students from being able to attend school or participate in school activities on the same terms as other students because of the considerations outlined above.



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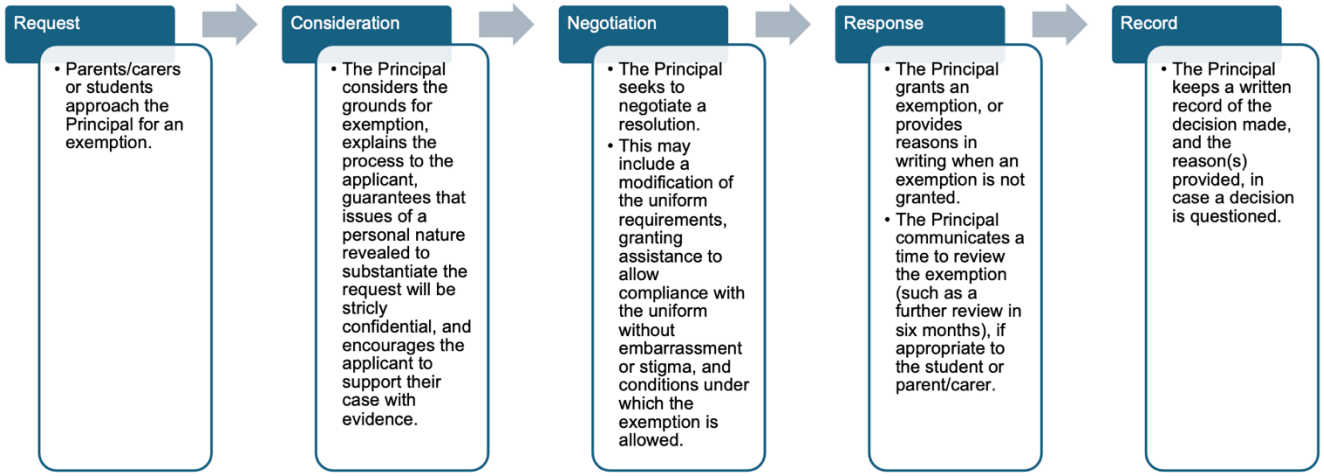
- The student or the parents/carers can demonstrate issues with accessibility that prevents the ability to comply with the uniform.

Further grounds for exemption may be allowed at the Principal's discretion. To note, parent and student preference would not be considered an eligible exemption.

It is recommended that the Principal maintain responsibility for managing and conducting the exemption process. The following process will be used:

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| Authorised by | Jacinta Petersen | Signature | |
| | | Date | 20 November 2024 |
| Effective Date | 26 October 2025 | Next Review | October 2028 |