

O'Sullivan Beach Primary School



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Our CARE values of Co-operation, Achievement, Respect and Empathy guide all our actions.

Uniform Policy at O'Sullivan Beach Primary School

This policy sets out the school's student dress code and defines the approved school uniform. It applies to all students during school hours, while travelling to and from school, and when participating in school activities, excursions, camps, sporting events or other occasions where students represent the school.

Rationale

A consistent school uniform supports a positive image of the school, strengthens identity and belonging, assists with the easy identification and safety of students, and helps ensure students are dressed appropriately for school activities. It also provides a visible way for students to represent our C.A.R.E. values: Cooperation, Achievement, Respect and Empathy.

The school recognises the diversity of its student community. Uniform decisions will not disadvantage or exclude a student and will take account of disability, religion, culture, health, comfort, climate, family circumstances, gender identity and expression. Affordability and the cost of compliance are central considerations.

Guiding principles

Choice and inclusion: uniform options are described in non-gendered terms and may be mixed and matched by any student.

Safety and participation: clothing and footwear must support freedom of movement, comfort and safe participation in learning, play and physical activity.

Affordability: families may purchase suitable plain items from any supplier, provided they meet the approved colours and requirements. The school will maintain practical cost-reduction options.

Respectful implementation: staff will address uniform matters discreetly, consistently and with attention to each student's dignity, wellbeing and circumstances.

Approved school uniform

The approved school colours are navy, sky blue and white. Uniform items may be combined in any approved arrangement. Clothing must be plain or display the approved school logo. Commercial logos, slogans, advertising and large graphics are not permitted on clothing.

Tops and outerwear

- Polo shirts, collared shirts, blouses and T-shirts in navy, sky blue or white.
- Jumpers, sweatshirts, hooded sweatshirts and jackets in navy, sky blue or white.

Bottoms and one-piece garments

- Trousers, track pants, parachute pants, snap pants, cargo pants, corduroy pants or shorts in navy.
- Skirts and netball skirts in navy.
- Blue-and-white checked school dresses.

- Bike shorts, leggings or other garments visible beneath a skirt or dress must be navy, black, sky blue or white.

Footwear

- Footwear must be securely fitted, safe and appropriate for daily learning and physical activity. Enclosed footwear may be required for physical education, practical activities, camps and excursions. Activity-specific safety directions must be followed.

Sun-safe hats

- A legionnaire, sun-safe bucket or broad-brimmed hat must be worn outdoors during all outdoor activity.
- Baseball caps do not provide sufficient sun protection and are not an approved school hat.
- Students without an approved sun-safe hat will use the designated shaded or protected area during outdoor break times. This is a sun-safety measure, not a disciplinary consequence.

Jewellery, cosmetics and personal presentation

- Jewellery must be minimal, safe and suitable for school activities. Small studs or sleepers are preferred for pierced ears because items that hang or protrude may catch and cause injury.
- Necklaces may be worn where approved for genuine religious, cultural or medical reasons, subject to reasonable safety requirements for particular activities.
- Cosmetics, including makeup, are not part of the standard uniform. An exception may be approved for medical, cultural or other appropriate reasons.

A student may be asked to remove, cover or safely secure an item that does not meet this policy or creates a safety risk. Where removal is not appropriate because of an approved exemption, staff will use a reasonable alternative safety adjustment.

Access, affordability and family support

Most approved items are available through the school uniform shop. Families are not required to purchase non-logo items from a single supplier; suitable plain garments may be purchased elsewhere when they match the approved colours and requirements.

The school will respond sensitively and confidentially when cost or family circumstances affect a student's access to uniform.

Support may include:

- a second-hand uniform service or uniform exchange
- loan or spare uniform items
- bulk purchasing or school-organised ordering
- payment plans, time-payment arrangements or subsidy where available
- individual assistance negotiated with the Principal or delegated leader.

Temporary variations and exemptions

For a short-term variation, parents or caregivers should notify the school in writing through the usual communication channel, explain the reason and indicate the expected duration.

For a longer-term exemption, a parent or caregiver must write to the Principal. The Principal may approve an exemption on grounds including:

- religious requirements, including clothing or adornments, unless an item creates an unacceptable safety risk
- cultural or ethnic requirements
- disability, sensory, health or medical needs
- financial hardship
- genuine family illness or other significant family circumstances
- a new student requiring reasonable time to obtain the uniform or temporarily wear a previous school uniform

- itinerant or mobile student circumstances
- another ground determined by the Principal, including where an exemption supports the student's wellbeing.

The Principal will consider requests carefully and sensitively and may discuss reasonable safety adjustments, the duration of the exemption and a review date with the family. A student with an approved exemption will not be treated as non-compliant.

Supporting compliance

Positive reinforcement, encouragement, practical assistance and shared responsibility are the preferred ways to support compliance. Where a student is not in uniform, staff will seek to understand the reason before taking further action.

For intentional and persistent non-compliance, the following graduated process will be used fairly and consistently:

- **Private reminder and conversation:** a staff member reminds the student of the expectation and checks whether there is a practical, financial, cultural, wellbeing or other barrier.
- **Practical support:** where appropriate, the student is offered a spare or loan item and supported to resolve the immediate issue without embarrassment.
- **Family contact and plan:** if concerns continue, a staff member or leader contacts the parent or caregiver to clarify expectations, discuss barriers and agree on a reasonable plan.
- **Leadership follow-up:** where a student continues to intentionally refuse reasonable directions after support has been offered, leadership may use an appropriate school-based response consistent with the school's approved behaviour support processes.

The school will not use suspension, exclusion or expulsion to enforce the uniform policy and will not prevent a student from participating in the school's education program because of uniform non-compliance.

Communication, consultation and review

- The policy will be provided in writing to current families, new enrolments and adult students, together with information about the right to request an exemption.
- The current policy will be publicly available through the school website and usual communication channels.
- The Principal may commence a review at any time. A student, parent or caregiver may request a review in writing where circumstances have changed significantly or an issue has arisen.
- A formal development or review process will include consultation with students and parents for at least 3 months. Feedback and decision-making records will be retained in accordance with departmental requirements.
- Material changes will be communicated through a formal notification period of at least 6 months before implementation, with a period closer to 12 months preferred where practicable.
- This policy will normally be reviewed every 3 years, or earlier if legislation, departmental requirements or school circumstances change.