



Dress and Appearance

There is no uniform at Tombolo Academy; however, the Student Dress and Appearance Policy sets out student dress standards and expectations. This is in line with the school's values, the requirements of the Department of Education, SunSmart regulations, and Occupational Health and Safety guidelines.

At Tombolo Academy, the Dress and Appearance Policy operates to support our students' diversity and individual choice. We aim to encourage and support respectful, anti-sexist behaviour and a body-positive culture. While we encourage and support the wearing of practical, comfortable clothing and promote a body-positive culture, we also want to ensure that students' choices are responsible and incorporate our school values as much as possible.

The Values are:

Respect
Collaboration

Curiosity
Resilience

Humility
Empathy

The policy also aims to assist students in becoming independent members of the school community who can show initiative and take responsibility for themselves and their actions, including choosing what they wear. We expect the students to make sound judgements of the appropriateness of clothing for the occasion, for a school learning context, and particularly concerning occupational safety.

There are, however, specific activities during which students are required to adhere to a specific Dress Code for reasons relating to health and safety. Such activities may include Sporting activities, Art & Technology lessons, and times when students may be representing the school.



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Dress and Appearance Guidelines for Implementing the Policy

Tombolo Academy will develop and maintain effective strategies and management processes to implement the Student Dress and Appearance Policy. Adherence to this policy is a condition of enrolment at the school and aligns with the Student Code of Conduct.

The Guiding principles

The following principles should guide the selection of dress and appearance:

- Students should wear clothing to school that allows them to fully participate in various educational activities throughout the school day and meets OH&S requirements.
- Students have the right to express themselves through the way they dress and to be comfortable and confident in their choice of dress.
- Students need to be aware that school is a workplace for students, teachers and other school staff. Therefore, they are responsible for dressing in a way that reflects the requirements of that work and allows them to fully participate in their education.
- The school is part of a community. Students are responsible for dressing in a respectful way to other students, teachers, other staff, parents, carers and the broader community.
- Occupational Health and Safety are a priority and must be considered at all times in the school. Students are responsible for their safety and abiding by OH&S rules and regulations.
- The school is committed to the goals of the SunSmart program. Students are responsible for their health and abide by SunSmart guidelines.
- Where differences arise about what is appropriate dress under these guidelines, teachers, students, parents, and others will engage respectfully and inclusively, upholding the values of Tombolo Academy.



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Examples of the items that are not appropriate at school include:

- Singlet tops, Oodies and sleeveless shirts
- Clothing and/or Footwear that does not adhere to our OHS requirements
 - e.g., Ripped jeans or sandals
- Tops that expose the midriff
- Shorts and skirts that expose upper thighs
- Clothing and/or Footwear that does not adhere to our core values of respect
 - e.g., Visible underwear, clothing with offensive or inappropriate slogans or images
- Clothing that constrains movement in active learning spaces

Jewellery, Make-up and Accessories

The wearing of jewellery and make-up should be consistent with the school values, and the Health and Safety requirements, particularly concerning cleanliness and safety.

Therefore, jewellery is limited to wearing:

- A wristwatch (Smartwatches are permitted, as long as calls and messages cannot be sent or received from them)
- Studded earrings
- A necklace of religious significance that bears a religious symbol
- A medical alert bracelet



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Examples of the items of jewellery that are not appropriate for safety reasons at school include:

- Necklaces and chokers
- Bracelets and anklets
- Rings (Finger and Toes)
- Face and body piercings

Use of Make-up and Hair Dyes

- The use of a moderate amount of make-up in school is permitted; however, the term moderate will be determined by staff members, following our school values.
- There are no rules regarding hair colouring; however, students need to be mindful that bright colours can be distracting for some other students. Therefore, we ask that hair colour decisions are responsible and align with the school values.

Accessories

- Wearable accessories are not permitted unless they serve a legitimate sensory seeking purpose. These items will need to have been agreed upon with the principal and class teacher.
 - Items may include necklaces with chew parts or noise-cancelling headphones.
- **Item to Note:** In some lessons, these items may still be asked to be removed, such as for safety reasons, and this decision is up to the discretion of the teacher.
- Hats and hoods will be required to be taken off during lessons and inside the school building.





Sun Smart Procedures

- Students are encouraged to wear hats when exposure to the sun is an issue.
- In some situations (for example, camp), hats will be a compulsory item of clothing based on a risk assessment against SunSmart guidance.
- Inside school and within classrooms, hats will be required to be removed.

Application of This Policy

When applying the Student Dress and Appearance Policy at Tombolo Academy, all staff will be consistent in their approach. However, we acknowledge that there may be disputes or misinterpretations of the guidelines, which may negatively impact student well-being and school culture if disagreements arise as a result of enforcing this policy.

Regarding the application of this policy, our approach will ensure:

- If there are any issues, care will be taken to ensure that interactions between teachers and students are respectful, constructive and inclusive.
- Where there are concerns that a student's clothing or appearance does not meet the policy's expectations, staff members will open a private discussion with that student and raise those concerns.
- The purpose of the discussion is to clarify and help students come to a mutual agreement about applying the dress code. The discussion should be an opportunity to demonstrate and use the school's values.
- Where there is continued disagreement about a student's dress, the matter will be referred to a senior member of staff who will seek a resolution.
- The principal is the final decision maker in cases where mutual agreement is not achieved.



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