

# Appendix A:

## Written Submissions

<b>Name of Individual/Organisation</b>	<b>Date Received</b>
Mr Phillip Moore, Teacher, Doveton	24 March 2007
Ms Trudy Little, Rosebud	27 March 2007
Ms Margaret Reith, Parent, Kinglake West	3 April 2007
Ms Carolyn Mann, Parent, Kinglake West	21 April 2007
The Salvation Army, Melbourne Central Division	24 April 2007
Ms Leanne McCurdy, Parent, Kinglake West	24 April 2007
Ms Kate Renzenbrink, Parent, West Melbourne	26 April 2007
Victorian Association of State Secondary Principals	30 April 2007
Ms Mary Ann Rosenthal, Parent, Eltham	1 May 2007
Heywood and District Secondary College	2 May 2007
The Cancer Council Victoria, SunSmart Program	2 May 2007
Willmott Park Primary School, Craigieburn	2 May 2007
Catholic Education Commission of Victoria Ltd	3 May 2007
Ranfurlly Primary School Council, Mildura	3 May 2007
Ethnic Communities' Council of Victoria	3 May 2007
Department of Employment, Education and Training (Northern Territory)	3 May 2007
Dr David Warner, Principal, Eltham College of Education	3 May 2007
Ms Jacinta Covington, Parent, Brunswick	4 May 2007
Mr Peter Thompson and Ms Nickie Fidge, Seaford	4 May 2007
Victorian Multicultural Commission	4 May 2007
Students of 10C English, Braybrook College	4 May 2007
PSW Pty Ltd	4 May 2007
Spensley Street Primary School, Parent Association, Clifton Hill	4 May 2007
Spartan School Supplies Pty Ltd	7 May 2007
Ms Carol Wyatt, Parent, Cheltenham	7 May 2007
Noone Imagewear (T D Noone Sales Pty Ltd)	7 May 2007
Ms Sue Winter, Parent, Geelong	8 May 2007
Eltham High School Council	9 May 2007
Ms Bev Johns, Parent, Pheasant Creek	9 May 2007
	14 June 2007
	1 October 2007
	22 October 2007
Mont Albert School	10 May 2007
Ms Elicia Dickin, Grandparent, Mornington	12 May 2007
Grey Street Primary School Council, Traralgon	14 May 2007

Name of Individual/Organisation	Date Received
Mrs Eva Jahoda, Elwood	14 May 2007
Victorian Aboriginal Education Association Inc	15 May 2007
Red Cliffs Primary School Council	16 May 2007
Merrilands College School Council, Reservoir	16 May 2007
Department of Education (Tasmania)	17 May 2007
Department of Education and Training (Western Australia)	18 May 2007
Strathmore North Primary School Council	21 May 2007
Manorvale Primary School Council, Werribee	21 May 2007
Manangatang P-12 College Council	22 May 2007
Trafalgar Primary School	24 May 2007
Ms Debbie Ballment, Parent, Mont Albert North	24 May 2007
Department of Education, Training and the Arts (Queensland)	25 May 2007
Ashwood College	25 May 2007
Orchard Grove Primary School Council, Blackburn South	25 May 2007
Mr Ange Kenos, Niddrie	26 May 2007
Ms Tracey Higgins, Parent, Mooroolbark	26 May 2007
Kambrya College School Council, Berwick	28 May 2007
Lyndhurst Secondary College School Council	29 May 2007
Anakie Primary School Council	29 May 2007
Maple Street Primary School Parents Club, Golden Square	29 May 2007
Princes Hill Secondary College, Carlton North	29 May 2007
Rosanna Primary School Council	30 May 2007
Hawkesdale P-12 College School Council	30 May 2007
Eumemmerring College Council, Hallam	30 May 2007
Pakenham Hills Primary School Council	30 May 2007
Little Yarra Steiner School, Yarra Junction	31 May 2007
Department of Education and Training (New South Wales)	31 May 2007
Ms Susan Porzig, Acting Principal, Swan Marsh Primary School	31 May 2007
Merri Creek Primary School Council, Fitzroy North	1 June 2007
Charlton College School Council	1 June 2007
Marlo Primary School Council	1 June 2007
Council of Textile and Fashion Industries of Australia Ltd	1 June 2007
	2 July 2007
Ms Susanne McCracken, Parent, Newport	3 June 2007
State Schools' Relief Committee Inc	4 June 2007
Victorian Student Representative Council	4 June 2007
Lyndale Secondary College Council	4 June 2007

<b>Name of Individual/Organisation</b>	<b>Date Received</b>
Tallangatta Secondary College School Council	5 June 2007
Euroa Secondary College School Council	5 June 2007
Essendon Primary School Council	5 June 2007
Victorian Independent Education Union	5 June 2007
Law Institute of Victoria	5 June 2007
New Generation Print & Copy	5 June 2007
Croydon Community School	6 June 2007
Atheist Foundation of Australia Inc	6 June 2007
Spotswood Primary School Council	6 June 2007
Belvedere Park Primary School Council	6 June 2007
Mr Brian Collingburn, Albert Park	6 June 2007
Carrum Primary School Council	6 June 2007
Bell Park North Primary School Council	7 June 2007
Rowville Secondary College School Council	7 June 2007
Wangaratta High School Council	7 June 2007
Bendigo Senior Secondary College Community	7 June 2007
Galvin Park Secondary College Council, Werribee	7 June 2007
Southern Autistic School Council	7 June 2007
Collingwood English Language School Council	7 June 2007
The Secular Party of Australia	8 June 2007
Apollo Bay P-12 College School Council	8 June 2007
The Port Melbourne Primary School Parents and Friends Association	8 June 2007
Carrum Downs Primary School Council	8 June 2007
Homeworkers Code of Practice Committee Inc	8 June 2007
Textile Clothing & Footwear Union of Australia (Victorian Branch)	8 June 2007
Glengarry Primary School Council and Staff	8 June 2007
Mr Tony Marsh, Parent, Baranduda	8 June 2007
Ms Kerry Clarke and Mr Larry Challis, Parents, Eden Park	8 June 2007
Sikh Interfaith Council of Victoria Inc	12 June 2007 20 July 2007
Heatherhill Secondary College Council, Springvale South	12 June 2007
Mr Jim Alsop, School Principal, Broadford	12 June 2007
Hampton Park Primary School	12 June 2007
Ms Karen Rolands, Parent, Kinglake West	12 June 2007
Taylors Lakes Secondary College	12 June 2007
Parents Victoria	12 June 2007
Department of Education and Children's Services (South Australia)	12 June 2007
Victorian Parents Council Inc	13 June 2007

<b>Name of Individual/Organisation</b>	<b>Date Received</b>
Melton Secondary College	14 June 2007
Melton Primary School Council	14 June 2007
Valkstone Primary School, Parent Community, East Bentleigh	15 June 2007
Ms Elizabeth Bromham, Kallista	15 June 2007
Footscray City Primary School	18 June 2007
Sandringham College	18 June 2007
Department of Education and Training (Australian Capital Territory)	18 June 2007
FairWear Victoria	20 June 2007
Bellarine Secondary College Council, Drysdale & Ocean Grove	20 June 2007
St Kilda Park Primary School	21 June 2007
Whittlesea Secondary College	16 July 2007
Ms Trudy Marshall and Mr Dean Marshall, Parents, Portland	17 July 2007
Ms Sharon Harriage, Parent, Ferntree Gully	23 July 2007
Sherbourne Primary School, Briar Hill	25 July 2007
Beleza Pty Ltd	31 July 2007
Eltham East Primary School Council	6 August 2007
Ms Kerrie Filgate, Parent, Upwey	10 August 2007
Islamic Women's Welfare Council of Victoria Inc	15 August 2007
Ms Veronica McGowan, Parent, Williamstown	21 August 2007
Mooroolbark College	10 September 2007

# Appendix B:

## Public Hearings and Briefings

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### Briefing – Melbourne, 16 April 2007

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<b>Name</b>	<b>Position</b>	<b>Organisation</b>
Ms Helen Clarke	Manager, Community and Stakeholder Relations Branch	Department of Education and Early Childhood Development

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### Public Hearing – Melbourne, 30 April 2007

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<b>Name</b>	<b>Position</b>	<b>Organisation</b>
Mr Brian Burgess	President	Victorian Association of State Secondary Principals Inc
Mr Stephen Franzi-Ford	Chief Executive Officer	Association of School Councils in Victoria
Dr Helen Szoke	Chief Executive Officer and Chief Conciliator	Victorian Equal Opportunity and Human Rights Commission
Mr Matthew Carroll	Manager, Human Rights Unit	Victorian Equal Opportunity and Human Rights Commission
Ms Leanne McGaw	Coordinator, Youth Engagement Team	Centre for Multicultural Youth Issues
Ms Nadia Mohamed	Project Officer	Centre for Multicultural Youth Issues
Ms Gail McHardy	Executive Officer	Parents Victoria

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### Public Hearing – Melbourne, 14 May 2007

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<b>Name</b>	<b>Position</b>	<b>Organisation</b>
Mr Anton Leschen	Regional Programs Manager	The Smith Family
Ms Joanne Silver	Executive Officer	Victorian Parents Council Inc
Ms Kylie Strong	SunSmart Program Manager	The Cancer Council Victoria
Ms Jennifer Makin	SunSmart Research and Evaluation Manager	The Cancer Council Victoria
Ms Emma Clarkson	SunSmart Secondary Schools Program Coordinator	The Cancer Council Victoria
Ms Justine Osborne	SunSmart Primary Schools and Early Childhood Program Coordinator	The Cancer Council Victoria
Dr Mark Rose	Committee of Management	Victorian Aboriginal Education Association Inc
Ms Lowana Moore	Program Manager	Victorian Aboriginal Education Association Inc
Mrs Evelyn Sayers	Board Member	Association of Independent Schools of Victoria
Mr Andrew Smith	Deputy Chief Executive	Association of Independent Schools of Victoria

**Public Hearing – Melbourne, 4 June 2007**

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<b>Name</b>	<b>Position</b>	<b>Organisation</b>
Mr David Schmidt	Manager	State Schools' Relief Committee
Mr Ashley Van Krieken	Executive Director	Council of Textile and Fashion Industries of Australia Inc
Mr Stephen Stewart	Sales and Marketing Manager, Apparel/Yarns	Macquarie Textiles
Mr David Powers	Managing Director	Powers Textiles
Mr James Tonson	Project Officer	Victorian Student Representative Council
Ms Georgia Kennelly	Student Representative	Victorian Student Representative Council
Ms Kera Burnham	Student Representative	Victorian Student Representative Council
Mr Doug Flakemore	Student Representative	Victorian Student Representative Council
Ms Jennifer Rose	Policy Officer	Youth Affairs Council of Victoria
Ms Jacinta Cashen	President	Victorian Council of School Organisations
Mr Les Twentyman	Outreach Worker	Open Family Australia
Ms Sherene Hassan	Executive Secretary	Islamic Council of Victoria

**Public Hearing – Melbourne, 25 June 2007**

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<b>Name</b>	<b>Position</b>	<b>Organisation</b>
Mr Anthony Sterpin	Managing Director	PSW Pty Ltd
Ms Michele O'Neil	State Secretary	Textile, Clothing & Footwear Union of Australia (Victorian Branch)
Mr Tommy Clarke	Project Officer	Homeworkers Code of Practice Committee Inc
Ms Gwen Harrison	Victorian Schoolwear Manager	Lowes
Dr Graham Barrington	Director	CE Wise Pty Ltd
Mr David Wilkinson	Former Teacher	
Ms Liz Thompson	Campaign Coordinator	FairWear Victoria

**Public Hearing – Princes Hill Secondary College, Carlton North, 31 July 2007**

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<b>Name</b>	<b>Position</b>	<b>Organisation</b>
Mr John Goodman	Assistant Principal	Princes Hill Secondary College
Ms Helen Stokes	President	Princes Hill Secondary College School Council
Ms Margie Pledger	Representative	Princes Hill Secondary College Parent Association
Ms Kez Abay	Year 9 Student	Princes Hill Secondary College
Mr Andre Dowsett	Year 12 Student	Princes Hill Secondary College
Ms Eli Dunphy	Year 11 Student	Princes Hill Secondary College

Ms Maille Halloran-Mackay	Year 7 Student	Princes Hill Secondary College
Mr William Kavanagh-Ryan	Year 7 Student	Princes Hill Secondary College
Mr Dylan Leach	Year 12 Student	Princes Hill Secondary College
Ms Thea Morgan	Year 7 Student	Princes Hill Secondary College
Mr Ashley Nesser	Year 12 Student	Princes Hill Secondary College
Ms Mia Wilson	Year 7 Student	Princes Hill Secondary College
Ms Gayle Lofhelm	Assistant Principal	Princes Hill Primary School
Ms Vennessa Fleming	Parent	Princes Hill Primary School
Mr Cato Atkins	Year 6 Student	Princes Hill Primary School
Ms Alessa Kron	Year 6 Student	Princes Hill Primary School
Ms Eleanor McAulay	Year 6 Student	Princes Hill Primary School
Mr Jamie Nicholas	Year 6 Student	Princes Hill Primary School
Ms Bridget Nielsen-Tuck	Year 6 Student	Princes Hill Primary School
Mr Max Resic	Year 6 Student	Princes Hill Primary School

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**Public Hearing – Legislative Assembly, Melbourne,  
6 September 2007**

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Ms Claire Beggs	Year 11 Student	Apollo Bay P–12 College
Ms Courtney Gardiner	Year 10 Student	Apollo Bay P–12 College
Mr Joshua Trew	Year 11 Student	Apollo Bay P–12 College
Mr Daniel Bartlett	Year 9 Student	Bacchus Marsh College
Mr David Dodemaide	Year 11 Student	Bacchus Marsh College
Ms Essie Jansen	Year 11 Student	Bacchus Marsh College
Ms Elise Whitney	Year 9 Student	Bacchus Marsh College
Ms Bronwyn Buby	Year 12 Student	Ballarat Secondary College
Ms Stephanie Pittard	Year 12 Student	Ballarat Secondary College
Ms Courtney Sheridan	Year 12 Student	Ballarat Secondary College
Ms Stacey Thomas	Year 12 Student	Ballarat Secondary College
Mr Josh Centeno	Year 10 Student	Balwyn High School
Ms Grace Cliffe	Year 10 Student	Balwyn High School
Mr Jordan Rosen	Year 8 Student	Balwyn High School
Ms Jacqui Shemer	Year 10 Student	Balwyn High School
Mr Jarrod Appleby	Year 12 Student	Bendigo Senior Secondary College
Mr Jaan Butler	Year 12 Student	Bendigo Senior Secondary College
Ms Simone Hotchin	Year 12 Student	Bendigo Senior Secondary College
Mr Daniel Howells	Year 12 Student	Bendigo Senior Secondary College
Ms Elly Gritzalis	Year 9 Student	Collingwood College
Mr Conway Hyde	Year 10 Student	Collingwood College
Mr Andrew Lomax	Year 11 Student	Collingwood College
Ms Morgan Pumpa	Year 10 Student	Collingwood College
Ms Shamira Armstrong	Year 12 Student	Eltham High School

## Inquiry into Dress Codes and School Uniforms in Victorian Schools

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Mr Nicholas Hudson	Year 12 Student	Eltham High School
Mr John van Noorden	Year 12 Student	Eltham High School
Ms Larissa Vendramini	Year 12 Student	Eltham High School
Ms Ellana Hedger	Year 7 Student	Footscray City College
Ms Sinead Mildenhall	Year 9 Student	Footscray City College
Ms Anna Sturmev	Year 8 Student	Footscray City College
Mr Darby Turnbull	Year 8 Student	Footscray City College
Ms Victoria Gerard	Year 12 Student	Frankston High School
Mr Adam Greig	Year 12 Student	Frankston High School
Ms Chelsea Hogg	Year 12 Student	Frankston High School
Mr Stephen Toms	Year 12 Student	Frankston High School
Mr Ryan Close	Year 12 Student	Kew High School
Ms Emma Koehn	Year 11 Student	Kew High School
Ms Ashleigh Mullan	Year 12 Student	Kew High School
Ms Katie Watson	Year 11 Student	Kew High School
Mr Cameron Baker	Year 9 Student	Kyneton Secondary College
Ms Nicole Harman	Year 9 Student	Kyneton Secondary College
Ms Johanna Longmuir	Year 9 Student	Kyneton Secondary College
Mr Jack Mackintosh	Year 9 Student	Kyneton Secondary College
Mr Brendan Brentwood	Year 9 Student	Lowanna College
Ms Emma Forte	Year 12 Student	Lowanna College
Mr Jacob Keenan	Year 9 Student	Lowanna College
Mr Harley Wood	Year 10 Student	Lowanna College
Ms Hannah Brown	Year 11 Student	Melbourne Girls' College
Ms Erika Codognotto	Year 11 Student	Melbourne Girls' College
Ms Megan Pearce	Year 11 Student	Melbourne Girls' College
Ms Georgia Simmons	Year 9 Student	Melbourne Girls' College
Mr Patrick Clearwater	Year 12 Student	Melbourne High School
Mr Peter Harvey	Year 10 Student	Melbourne High School
Mr Alex Liao	Year 11 Student	Melbourne High School
Mr Dean Williams	Year 9 Student	Melbourne High School
Mr Jack Clarke	Year 9 Student	Sandringham College
Ms Nicola Hajnci	Year 10 Student	Sandringham College
Ms Charlotte Mardling	Year 9 Student	Sandringham College
Mr Robert Nyaguy	Year 10 Student	Sandringham College
Ms Sonja Dewar	Year 10 Student	Shepparton High School
Ms Catriona Forrester	Year 10 Student	Shepparton High School
Ms Eilidh Forrester	Year 10 Student	Shepparton High School
Ms Joanna Veal	Year 10 Student	Shepparton High School
Mr John Edney	Year 11 Student	Templestowe College
Ms Mollie Ellis	Year 11 Student	Templestowe College
Ms Annelise Milne	Year 9 Student	Templestowe College



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## Appendix B: Public Hearings and Briefings

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Mr Marcus Reeves	Year 10 Student	Templestowe College
Ms Lizzie Forrest	Year 11 Student	University High School
Mr Jack Howes	Year 11 Student	University High School
Ms Olivia Koh	Year 11 Student	University High School
Ms Caitlin Koller	Year 11 Student	University High School
Mr Lochlin Deegan	Year 10 Student	Warragul Regional College
Mr Nathan Dubbeld	Year 10 Student	Warragul Regional College
Ms Kirby Taylor	Year 10 Student	Warragul Regional College
Ms Melissa Young	Year 10 Student	Warragul Regional College
Ms Shani Cashin	Year 11 Student	Werribee Secondary College
Mr Joel Fisk	Year 12 Student	Werribee Secondary College
Mr Johnny Hamilton	Year 10 Student	Werribee Secondary College
Mr Praveen Jacob	Year 10 Student	Werribee Secondary College
Ms Naomi Chapple	Year 8 Student	Western Heights Secondary College
Ms Kaytlyn Fitzgerald	Year 8 Student	Western Heights Secondary College
Ms Lyndall Morris	Year 8 Student	Western Heights Secondary College
Mr Jack Wright	Year 8 Student	Western Heights Secondary College
Mr Bradley Exton	Year 9 Student	Yea High School
Ms Brooke Lloyd	Year 9 Student	Yea High School
Ms Jessica McDonald	Year 11 Student	Yea High School
Mr Stephen Smith	Year 11 Student	Yea High School

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### **Public Hearing – Legislative Council, Melbourne, 6 September 2007**

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Mr Shane Colley	Year 6 Student	Belvedere Park Primary School
Ms Amber Harry	Year 6 Student	Belvedere Park Primary School
Mr Ivanko Rakoci	Year 6 Student	Belvedere Park Primary School
Ms Christine Semertzidis	Year 6 Student	Belvedere Park Primary School
Ms Skye Shayne	Year 6 Student	Belvedere Park Primary School
Mr Nic Facey	Year 6 Student	Benalla Primary School
Ms Lydia Hanrahan	Year 6 Student	Benalla Primary School
Ms Holly Lessing	Year 6 Student	Benalla Primary School
Ms Sarah McNamara	Year 6 Student	Benalla Primary School
Mr Sam Schneidier	Year 6 Student	Benalla Primary School
Ms Georgia Boyle	Year 6 Student	Essendon Primary School
Mr Nicholas Carlei	Year 6 Student	Essendon Primary School
Mr Riley Gilbert	Year 6 Student	Essendon Primary School
Ms Catherine Lee	Year 6 Student	Essendon Primary School
Ms Hayley Roach	Year 6 Student	Essendon Primary School
Ms Kate Cohn	Year 6 Student	Laburnum Primary School
Mr Ben Fernando	Year 6 Student	Laburnum Primary School
Mr Max Karklins	Year 6 Student	Laburnum Primary School

## Inquiry into Dress Codes and School Uniforms in Victorian Schools

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Ms Stephanie Ruth	Year 6 Student	Laburnum Primary School
Mr Callum Croker	Year 6 Student	Spensley Street Primary School
Mr Harry Heard	Year 6 Student	Spensley Street Primary School
Mr Marcus Hocking	Year 6 Student	Spensley Street Primary School
Ms Nicola Nelson	Year 6 Student	Spensley Street Primary School
Ms Anna Richardson	Year 6 Student	Spensley Street Primary School
Ms Perrin Boseley	Year 6 Student	St Kilda Park Primary School
Mr Hugh Kroker	Year 6 Student	St Kilda Park Primary School
Ms Ruby Rees- Wemyss	Year 6 Student	St Kilda Park Primary School
Ms Zara Sengstock	Year 6 Student	St Kilda Park Primary School
Mr Gabe Steger	Year 6 Student	St Kilda Park Primary School
Mr Harley Burgess	Year 5 Student	Surfside Primary School
Mr Lochie Cooke	Year 5 Student	Surfside Primary School
Ms Indira Narain	Year 5 Student	Surfside Primary School
Ms Danielle Neal	Year 5 Student	Surfside Primary School
Mr Lachlan Aitken	Year 5 Student	Stockdale Road Primary School (Traralgon)
Ms Amanda Beattie	Year 6 Student	Stockdale Road Primary School (Traralgon)
Ms Rebecca O'Connor	Year 6 Student	Stockdale Road Primary School (Traralgon)
Ms Abbey Shaw	Year 6 Student	Stockdale Road Primary School (Traralgon)
Ms Sarah Van Dorssen	Year 6 Student	Stockdale Road Primary School (Traralgon)

# Appendix C:

## Northern Territory Meetings

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### Meeting – 12 June 2007

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<b>Name</b>	<b>Position</b>	<b>Organisation</b>
Mr John Glasby	Executive Director Schools – North	Department of Employment, Education and Training
Mr David Jolliffe	General Manager, Schools	Department of Employment, Education and Training
Mr Rob Picton	Assistant General Manager- Remote Schools Policy Services	Department of Employment, Education and Training
Mr Rex Symonds	Director, Schools Operations	Department of Employment, Education and Training

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### School Visit – Darwin High School, 13 June 2007

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<b>Name</b>	<b>Position</b>	<b>Organisation</b>
Ms Marion Guppy	Principal	Darwin High School
Ms Jenny White	Assistant Principal	Darwin High School
Ms Claire Chandler	Year 10 Student	Darwin High School
Mr Ian Moriarty	Year 10 Student	Darwin High School

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### Meetings – 13 June 2007

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<b>Name</b>	<b>Position</b>	<b>Organisation</b>
Ms Denise Wilkowski	President	Association of NT School Education Leaders
Mr Julian Denholm	Principal	Good Shepherd Lutheran School
Hon Paul Henderson MLA	Minister for Education	Northern Territory Government

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### School Visit – Taminmin High School, 14 June 2007

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<b>Name</b>	<b>Position</b>	<b>Organisation</b>
Mr Tony Considine	Principal	Taminmin High School
Mrs Robyn Morrison	Head of Senior School	Taminmin High School
Mrs Miriam McDonald	Head of Middle School	Taminmin High School
Mr Andrew Oliver	Head of VET	Taminmin High School
Ms Olivia Agostini	Year 9 Student	Taminmin High School
Mr Jack Bates	Year 9 Student	Taminmin High School
Ms Eileen Lim	Year 12 Student	Taminmin High School




# Appendix D:

## Mock 'School Uniform Bill 2007'

The public hearing at Parliament House on 6 September 2007 provided a unique opportunity for students to learn about, and participate in, Victorian democratic processes. To strengthen students' learning about how Parliament works and to provide a focus for their discussion, the Committee structured the Hearing around a mock parliamentary Bill: 'School Uniform Bill 2007'. The views students presented on the 'Bill' made a real and important contribution to the evidence for the inquiry.

The mock 'Bill' had six clauses, covering six topics identified in the Terms of Reference for the inquiry. To ensure that all topics were addressed in the hearing, the clauses of the 'Bill' were allocated to individual schools. The eight primary schools participating in the hearing were each allocated three clauses and the 22 secondary schools were each allocated one or two clauses (refer Appendix F). Schools could also propose amendments to any clause of the bill.

	<b>Inquiry into Dress Codes and School Uniforms in Victorian Schools STUDENT HEARING</b>
<b>School Uniform Bill 2007</b>	
A Bill for an Act to regulate uniform policies in Victorian schools.	
<b>Table of provisions</b>	
<b>Part 1 - Preliminary</b> .....	
1	Purpose.....
2	Commencement .....
<b>Part 2 - Provisions</b> .....	
3	Schools to establish uniform policy.....
4	Uniform policy to be enforced .....
5	Uniform policy to ensure student health and safety.....
6	Uniform policy to apply equally to all students, with exemptions allowed.....
7	Uniforms to reflect appropriate costs and purchasing arrangements .....
8	Schools to define consultation and communication process for uniform policy .....

## **Part 1 - Preliminary**

### **1 Purpose**

- 1) The purpose of the Act is to require all schools in Victoria to introduce a school uniform policy, and to regulate:
  - a) the nature of the policy;
  - b) enforcement of the policy;
  - c) health and safety considerations;
  - d) equity and exemptions to the policy;
  - e) uniform cost and purchasing considerations; and
  - f) the process for establishing and communicating the policy.

### **2 Commencement**

- 1) The Act shall commence six months from the day it receives assent from the Governor of Victoria.

## **Part 2 - Provisions**

### **3 Schools to establish uniform policy**

- 1) Schools are required to establish a uniform policy for their students, being a detailed written statement which:
  - a) requires students at all year levels in the school to wear a uniform;
  - b) specifies the items of clothing which constitute the uniform; and
  - c) specifies the design and colour of the uniform.
- 2) Uniform designs and colours specified in the policy must:
  - a) be traditional and attractive;
  - b) encourage students and staff to take pride in the school; and
  - c) present a positive image for the school in the community.
- 3) The uniform policy must also require that:
  - a) students' hair is not dyed an unnatural colour;
  - b) students do not wear make-up; and
  - c) male students are clean-shaven.
- 4) The uniform policy will apply to students:
  - a) during school hours;
  - b) while travelling to and from school; and
  - c) during school activities out of school hours.
- 5) The uniform policy must include a dress code for school staff, being a detailed written statement which:
  - a) sets appropriate standards for professional clothing; and
  - b) requires staff to comply with the health and safety requirements described in sections 5.1 and 5.2 of this Act.

### **4 Uniform policy to be enforced**

- 1) The school is required to enforce its uniform policy, to ensure that all students are in correct uniform during the times specified in Section 3.4 of this Act.
- 2) The uniform policy must clearly describe the disciplinary measures to be used in its enforcement.
- 3) In choosing which disciplinary measures to use to enforce the uniform policy, teachers should consider:
  - a) the seriousness of the breach;
  - b) the frequency of the breach;
  - c) the age and personal circumstances of the student; and

- d) the likely impact on teacher/student relationships.
- 4) Appropriate disciplinary measures include:
  - a) verbal reminders to students;
  - b) detention;
  - c) communication with parents; and
  - d) additional duties in the school community.
- 5) Disciplinary measures for enforcing the uniform policy should be chosen to minimise disruption to teaching and learning.
- 6) Disciplinary measures for enforcing the uniform policy should ensure that a student's learning is not adversely affected, and must not include:
  - a) withdrawal from class;
  - b) suspension; or
  - c) expulsion.
- 7) Where possible, teachers may confiscate items worn by students which do not comply with the uniform policy. Confiscated items must be returned to students no later than the end of the term.
- 8) No disciplinary measures may be used where a student has been granted an exemption to the uniform policy under Clause 6 of this Act.
- 9) An exception to section 4.6(a) is possible only when the student's continued presence in the class presents a risk to their own or to others' safety.
- 10) If a student is withdrawn from class for wearing unsafe attire, materials must be provided to ensure that their learning is not compromised.

**5 Uniform policy to ensure student health and safety**

- 1) To comply with the school's duty of care relating to student health and safety, the uniform policy must prohibit the wearing of:
  - a) thongs;
  - b) jewellery or piercings, other than a single stud or sleeper in the ear lobe; and
  - c) any other garment or accessory which presents a safety risk.
- 2) The uniform policy must require the wearing of:
  - a) close-toed shoes in all technology classes;
  - b) broad-brimmed or legionnaire style hats outside during terms 1 and 4;
  - c) shirts with elbow-length sleeves during terms 1 and 4; and
  - d) UV-protective sunglasses outside during terms 1 and 4.
- 3) The uniform must make it easy to identify non-students on school grounds, and to identify school students on school excursions.
- 4) The uniform must enable students to dress comfortably for local temperatures and weather conditions.
- 5) The uniform must enable students to engage in physical exercise during lunch breaks, physical education classes and sports, either:
  - a) by offering uniform options, including shoes, which permit freedom of movement; or
  - b) by permitting a change of uniform for times in which physical exercise is likely to occur, including lunch breaks.
- 6) If students are required to wear a different uniform for physical education or sports, the school is required to either:
  - a) provide students with private spaces so as they do not have to change in front of other students; or
  - b) permit students to wear sports uniform all day, on days when they have physical education or sports.

**6 Uniform policy to apply equally to all students, with exemptions allowed**

- 1) As far as possible, the uniform policy must apply equally to all students, and must include:
  - a) Equal or similar options for both boys and girls, especially shorts and/or trousers for girls; and
  - b) A range of sizes and designs to suit a variety of body shapes.
- 2) The uniform policy must allow students exemptions for the wearing of items required by their religion, including but not limited to:
  - a) hijabs, niqabs and burqas for Muslim students;
  - b) turbans, kirpans, and karas for Sikh students;
  - c) yarmulke for Jewish students; and
  - d) crucifixes for Catholic or other Christian students.
- 3) Wherever possible, the religious items permitted under section 6.2 must be worn in the colours of the school uniform.
- 4) Exemptions must be granted to students where the wearing of a uniform:
  - a) causes significant discomfort;
  - b) causes significant emotional distress; or
  - c) prevents students from participating in school activities on an equal level to their peers.

Grounds on which such exemptions may be granted may include:

- d) body size;
  - e) physical disability;
  - f) health conditions or allergies; or
  - g) emotional or behavioural difficulties.
- 5) Exemptions to uniform may not be granted on the basis of financial hardship. Where a student or their family is able to demonstrate inability to meet the cost of the school uniform, it is the school's responsibility to provide assistance as described in section 7.4 of this Act.
  - 6) The school may reject any request for an exemption which is not based on any of the grounds listed in section 6.4.
  - 7) If the school and the student, and/or their parent/caregiver, cannot agree about whether an exemption should be granted:
    - a) the decision whether to grant the requested exemption will be made by the Education Department; and
    - b) the student will continue attending school, either in or out of uniform, while the Department considers its decision.
  - 8) The school is required to maintain strict confidentiality regarding personal details which are revealed in the process of requesting a uniform exemption.

**7 Uniforms to reflect appropriate costs and purchasing arrangements**

- 1) In choosing items and manufacturers for its uniform, schools are required to ensure that:
  - a) most members of the school community can afford all items required by the uniform policy; and
  - b) the items required by the uniform policy are easy to obtain for the majority of the school community.
- 2) Except where this is not possible under section 7.1, uniform items must incorporate:
  - a) high quality, durable materials and manufacturing; and
  - b) fabrics and designs which are easy and economical to maintain.



- 3) Schools are not permitted to use the sale of uniforms for fund-raising. If uniform items are sold through the school, no profit can be made on the sale of these items.
- 4) The school is required to offer assistance in obtaining uniforms to families and students in financial difficulty, including:
  - a) uniform loan or exchange services;
  - b) flexible payment options, such as lay-by;
  - c) providing quality second-hand uniforms free of charge; and
  - d) applying to the State School's Relief Fund.
- 5) Financial assistance must be provided in such a way that students and families in financial hardship are not stigmatised or embarrassed.
- 6) School uniforms must only be purchased from manufacturers who can demonstrate that their manufacturing is:
  - a) environmentally friendly;
  - b) Australian made; and
  - c) ethical and non-exploitative.

**8 *Schools to define consultation and communication process for uniform policy***

- 1) Schools are required to clearly define a process for:
  - a) establishing a new uniform policy; and
  - b) reviewing or changing an existing uniform policy.
- 2) Schools are required to review their uniform policy every three years, to ensure it continues to reflect the values and preferences of the school community.
- 3) The process must ensure that careful consideration is given to the views of:
  - a) teachers in the school;
  - b) students in the school;
  - c) parents/caregivers in the school community; and
  - d) significant cultural, religious and other groups in the school community.
- 4) If the groups listed in section 8.3 are unable to agree on all or part of a uniform policy, the decision will be made by the Education Department.
- 5) Any change made to the uniform policy must:
  - a) not come into force earlier than one year after the decision to change has been made; and
  - b) be communicated directly to parents through the school newsletter.
- 6) Students and their parents/caregivers must agree to abide by the uniform policy before they are allowed to enrol at the school.
- 7) The uniform policy must be available to be viewed by anyone at any time, either at the school office or on the school website.




# Appendix E:

## Student Discussion Questions

These questions were provided to help students explore and understand the issues in the mock parliamentary 'Bill', the 'School Uniform Bill 2007', which was discussed at a public hearing of the Education and Training Committee at Parliament House on 6 September 2007.

These questions were intended to be used by students and their teachers as a guide and a source of ideas in preparing for the hearing. While students could address the Discussion Questions for their allocated topics in their statements for the hearing if they chose, they were not required to do so. Rather, all schools were encouraged to approach their allocated topics in the way that was most meaningful to them.

	<b>Inquiry into Dress Codes and School Uniforms in Victorian Schools STUDENT HEARING</b>
<b>Student Discussion Questions</b>	
<b>Clause 3: Schools to establish uniform policy</b>	
<ul style="list-style-type: none"><li>• Does your school have a uniform policy or dress code? What does it involve? How much choice does it give you about what you wear to school?</li><li>• Would you rather go to a school with a uniform, or one without? Why?</li><li>• Not all schools in Victoria currently have uniforms. Why do you think this is?</li><li>• When should students have to wear their uniforms? If a student is wearing their uniform outside of school, is it still important that they wear it correctly?</li><li>• How would it affect your school if the uniform policy was changed - either to give students more choice about what to wear, or to make the policy stricter?</li><li>• Think about the different designs of school uniform you've seen. What do they say about the school? What do you think a good school uniform should look like?</li><li>• Many school uniform policies are not just about clothing. Why do schools make rules about haircuts, make-up etc? Are there any other aspects of student appearance that schools might need to have rules about?</li><li>• Should schools make rules about what teachers wear? Why might they be different from the rules for students?</li></ul>	

#### **Clause 4: Uniform policy to be enforced**

- How does wearing a uniform affect students' behaviour? Does it make students more disciplined, or does it make them more likely to rebel?
- What happens at your school if you break the uniform rules? Do you think the consequences are appropriate? Is it appropriate for students to miss classes because they are not wearing their uniform correctly?
- What are some of the reasons why students break uniform rules? Are they the same as the reasons for other kinds of misbehaviour?
- Should there be different punishments for students who break uniform rules, compared to students who break other kinds of rules?
- What effect does enforcing the uniform policy have on relationships between teachers and students? Does it foster respect, or cause conflict between them?
- How much time should teachers spend disciplining students who break uniform rules? How could schools make sure that their uniform policy is enforced, without causing too much disruption in the classroom?
- Is it better to reward students who don't break uniform rules, or punish students who do? Which is more likely to get students to cooperate?
- Should uniform enforcement be different for students of different ages?

#### **Clause 5: Uniform policy to ensure student health and safety**

- How does your school's uniform or dress code help keep you safe and healthy?
- Is it possible that a school uniform or dress code might prevent students from being safe and healthy?
- Having a school uniform makes students easy to identify. What are some times when this might have a positive or negative effect on student safety?
- How people dress can affect their emotional as well as physical health. How might a uniform support or endanger students' emotional wellbeing?
- If making a uniform safer means it is less comfortable, more expensive, or not as attractive, should schools make students wear it?
- Should schools which do not have uniforms still have rules about student clothing relating to health and safety? Or should students be trusted to dress safely?
- Should teachers follow the same rules as students when it comes to dressing safely?
- Do you think older students are more or less likely to dress safely than younger ones? Should there be different health and safety rules for different age groups?

#### **Clause 6: Uniform policy to apply equally to all students**

- How does what you wear to school show that you are unique? How

does it show that you belong to your school community?

- What are some of the reasons students might be discriminated against at school? How might a school uniform protect students from discrimination?
- Even if students are all wearing the same clothing, they don't all look the same. Does wearing a uniform really make students more equal?
- The Bill lists some specific religious items for exemptions to the uniform policy. Do you think all of these should be permitted? Are there any missing?
- If students can be granted uniform exemptions for special reasons, should other students be allowed to do the same? For example, should a non-Muslim girl be allowed to wear a hijab at school if she wants to? What if a student simply has philosophical objections to wearing the uniform?
- Do you think discrimination is more likely to occur in schools with uniforms or without? What other factors in the school might affect the level of discrimination?
- Victorian law states that government schools should be secular (non-religious). Does this affect whether students should be allowed to wear religious items?
- Some schools believe that if some students look different from others, it might make them targets for bullying or discrimination. Is it more important that all students look the same, or that some are allowed to look different?

#### **Clause 7: Appropriate costs and purchasing arrangements**

- Do you think it would cost more for you to wear a uniform to school, or to wear whatever you wanted? Why?
- Who decides where you buy the clothes you wear to school – you, your parents, or your school? How is this decision made?
- Some schools have cheap uniforms, whereas others are quite expensive. Why do you think this is? How might a cheap or costly uniform affect students and their families?
- Do government schools have a responsibility to help students and families who can't afford to buy the uniform? Or should those students find another school?
- How might a school help a student or family who needs assistance buying a uniform, without making them feel embarrassed or uncomfortable?
- Is it fair for schools to make students and their families buy the uniform if they can afford to do so, even if they would rather spend their money on other things?
- Do schools have a responsibility to set an example by buying uniforms from Australian Made, ethical or environmentally-friendly companies? What if this means that the uniforms cost more for parents and students?
- Should schools be allowed to make a profit on uniform sales, if this money goes towards improving the school?

**Clause 8: Schools to define consultation and communication process**

- How was your school's current uniform policy or dress code developed? Who had a say in the decision? Does anyone in the school community disagree with it?
- If you wanted to make a change to your school's uniform policy or dress code, what would you need to do?
- Has your school's uniform policy or dress code been changed recently? Why? What happened?
- How has your school community changed since you started school? How might changes in the school community affect uniform policies?
- Who should ultimately be responsible for deciding what students wear to school – students, parents, schools, or the government?
- How often should a school review its uniform policy? Who should be involved?
- Should students still have to comply with a uniform policy if it hasn't been communicated through the school newsletter? Who has the responsibility for making sure that students know the rules?
- If a student or their family doesn't agree with the uniform policy in a government school, should they be forced to go to a different school?

# Appendix F:

## Topics Allocated to Schools

The following list shows the topics allocated to schools participating in the hearing of the Education and Training Committee at Parliament House on 6 September 2007. These topics correspond to the six clauses of the mock 'School Uniform Bill 2007' prepared by the Committee (refer Appendix D). Each school delegation presented a three-minute statement addressing their allocated topic or topics.

Schools were also invited to move amendments to any clause of the mock 'Bill'. The list also shows those schools that moved amendments to each clause during the hearing.



### **Inquiry into Dress Codes and School Uniforms in Victorian Schools STUDENT HEARING**

#### **Clause 3: Schools to establish uniform policy**

##### **Statements**

1. Apollo Bay P-12 College
2. Balwyn High School
3. Bendigo Senior Secondary College
4. University High School

##### **Amendments**

1. Eltham High School
2. Frankston High School

##### **Statements**

1. Benalla Primary School
2. Laburnum Primary School
3. Spensley Street Primary School
4. Surfside Primary School

##### **Amendments**

1. Benalla Primary School
2. Laburnum Primary School
3. Benalla Primary School
4. St Kilda Park Primary School

#### **Clause 4: Uniform policy to be enforced**

##### **Statements**

1. Kew High School
2. Kyneton Secondary College
3. Sandringham College
4. Warragul Regional College

##### **Amendments**

1. Kew High School
2. Warragul Regional College
3. Yea High School

##### **Statements**

1. Belvedere Park Primary School
2. Essendon Primary School
3. St Kilda Park Primary School
4. Stockdale Road Primary School (Traralgon)

##### **Amendments**

1. Laburnum Primary School
2. St Kilda Park Primary School

**Clause 5: Uniform policy to ensure student health and safety**

**Statements**

1. Ballarat Secondary College
2. Collingwood College
3. Melbourne High School
4. Western Heights Secondary College

**Amendments**

1. Kyneton Secondary College

**Statements**

1. Surfside Primary School
2. Spensley Street Primary School
3. Laburnum Primary School
4. Benalla Primary School

**Amendments**

1. Benalla Primary School
2. Laburnum Primary School

**Clause 6: Uniform policy to apply equally to all students**

**Statements**

1. Footscray City College
2. Frankston High School
3. Melbourne Girls' College
4. Yea High School

**Amendments**

1. Werribee Secondary College
2. Balwyn High School
3. Melbourne Girls' College
4. Frankston High School

**Statements**

1. Stockdale Road Primary School (Traralgon)
2. St Kilda Park Primary School
3. Essendon Primary School
4. Belvedere Park Primary School

**Amendments**

1. St Kilda Park Primary School

**Clause 7: Appropriate costs and purchasing arrangements**

**Statements**

1. Bacchus Marsh College
2. Eltham High School
3. Shepparton High School
4. Werribee Secondary College

**Amendments**

1. Werribee Secondary College
2. Yea High School

**Statements**

1. Spensley Street Primary School
2. Benalla Primary School
3. Surfside Primary School
4. Laburnum Primary School

**Amendments**

1. St Kilda Park Primary School

**Clause 8: Schools to define consultation and communication process**

**Statements**

1. Lowanna College
2. Templestowe College
3. Balwyn High School
4. Kyneton Secondary College

**Amendments**

1. Kyneton Secondary College

**Statements**

1. St Kilda Park Primary School
2. Belvedere Park Primary School
3. Stockdale Road Primary School (Traralgon)
4. Essendon Primary School

**Amendments**

1. Laburnum Primary School



# Appendix G:

## Committee Survey

### Dress Codes and School Uniforms in Victorian Schools

#### 1. Uniform policy or dress code

Information collected in this survey will contribute to the Victorian Parliament's Education and Training Committee *Inquiry into Dress Codes and School Uniforms in Victorian Schools*. Responses will be kept secure and confidential, and all data will be presented anonymously in the Committee's final report.

**To progress through the survey, you will need to enter a response for every question on each page.** If you miss a question, the survey will prompt you to complete it. Please answer all questions to the best of your knowledge. If you require any clarification or assistance in completing the survey, please contact the Committee at [etc@parliament.vic.gov.au](mailto:etc@parliament.vic.gov.au)

##### 1. Which of the following best describes your school's uniform policy or dress code for students?

- Full compulsory uniform: Full uniform specified by the school
- Basic compulsory uniform: Limited specifications such as school colours, or some items with the school logo
- Optional uniform: A uniform is available or recommended, but students are not obliged to wear it
- Occasional uniform: Uniform only required for representing the school or other special events
- General dress code: General specifications such as 'neat', 'safe', or 'appropriate' clothing
- No uniform: Students may wear whatever they choose
- Other (please specify)

##### 2. Does your school have any rules related to aspects of student appearance other than clothing?

*Please tick all that apply*

- Hair length/colour/style
- Facial hair
- Jewellery, including ear piercings
- Body/facial piercings
- Make-up
- No rules for student appearance other than those related to clothing
- Other (please specify)

##### 3. Which of the following best describes your school's dress code for staff?

- No written dress code: Staff may wear whatever they choose
- Implicit dress code: Staff are expected to dress to certain standards, but there is no written code
- General written dress code: General specifications, such as 'neat', 'safe', or 'appropriate' clothing
- Specific written dress standards: Eg shirt and tie, no denim
- Other (please specify)

**2. Purchasing and distribution**

**1. Where can families obtain the items required for your school's uniform?**

*Please tick all that apply*

- |   |  |
|---|--|
| <input type="checkbox"/> School office                                      | <input type="checkbox"/> On-site new uniform shop run by retailer/wholesaler   |
| <input type="checkbox"/> Uniform exchange service                           | <input type="checkbox"/> Local uniform shop or other local retailer/wholesaler |
| <input type="checkbox"/> On-site second-hand uniform shop                   | <input type="checkbox"/> Major department store                                |
| <input type="checkbox"/> On-site new uniform shop run by parents/volunteers | <input type="checkbox"/> Other (please specify)                                |

**2. In selecting a supplier for its uniform, does your school set any standards or guidelines relating to manufacturing process or location?**

*Please tick all that apply*

- FairWear/No Sweat School
- Australian Made
- Environmentally friendly materials or manufacturing
- No standards or guidelines relating to manufacturing process or location
- Other (please specify)

**3. Are any of the following options available to families at your school, to assist with the cost of school uniforms or clothing?**

*Please tick all that apply*

- |  |   |
|--|---|
| <input type="checkbox"/> Flexible payment schedules, eg lay-by         | <input type="checkbox"/> Application to State Schools' Relief Committee   |
| <input type="checkbox"/> Provision of second-hand items free of charge | <input type="checkbox"/> General school social support funds              |
| <input type="checkbox"/> Provision of new items free of charge         | <input type="checkbox"/> No options available to assist with uniform cost |
| <input type="checkbox"/> Short- or long-term loan of items             | <input type="checkbox"/> Other (please specify)                           |

**4. Are any items in your school's uniform required to have the school name or logo?**

*Please tick all that apply*

- |   |  |
|---|--|
| <input type="checkbox"/> Bag                        | <input type="checkbox"/> Shorts/trousers                                   |
| <input type="checkbox"/> Blazer                     | <input type="checkbox"/> Shirt/blouse                                      |
| <input type="checkbox"/> Hat                        | <input type="checkbox"/> T-shirt/polo shirt/windcheater                    |
| <input type="checkbox"/> Jumper                     | <input type="checkbox"/> No items are required to have school name or logo |
| <input type="checkbox"/> PE/sports shirt or uniform | <input type="checkbox"/> Other (please specify)                            |

**3. Exemptions and variations**

**1. Are any students in your school currently granted full or partial exemptions from wearing school uniform on the following grounds? If not, would your uniform policy permit such an exemption?**

	Student(s) currently exempted	Exemption would be permitted	Exemption would not be permitted
Body shape	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Financial hardship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Injury or health condition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Objection to uniforms on principle	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion or culture	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (please specify)	<input type="text"/>		

**2. Does your school's uniform require students to have a blazer?**

All students are required to have a blazer  
 Only some students are required to have a blazer, eg specific year levels or school representatives  
 Uniform does not currently require students to have a blazer, but school is considering introducing a blazer in future  
 Uniform does not require any students to have a blazer  
 Other (please specify)

**3. Does your school's uniform include any of the following items for girls?  
Boys only schools please tick 'Not included'**

	Optional	Compulsory	Not included
Dress/skirt in summer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dress/skirt in winter	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dress/skirt during PE classes/sports	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**4. Health and safety**

**1. Does your school's uniform or dress code include any specifications relating to the following health and safety items?**

	Optional	Recommended	Compulsory	Not included
Sun-protective hat in summer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Upper garments elbow-length or longer in summer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lower garments knee-length or longer in summer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Specific school bag chosen for ergonomic design	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Change of clothes for PE classes/sports	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please specify)	<input type="text"/>			

**2. Are students at your school permitted to wear sunglasses outside during summer months?**

Yes  
 No

**5. Enforcement and sanctions**

**1. Which of the following best describes how your school's uniform policy or dress code is enforced?**

- Strict: School enforces high standards of uniform or dress code compliance
- Variable: Enforcement depends on circumstances or individual teachers' discretion
- Lenient: School seldom or never enforces uniform or dress code compliance
- Other (please specify)

**2. What are the possible consequences for minor and serious breaches of your school's uniform policy or dress code?**

	Minor breach	Serious breach	Not applied for uniform breaches
Gentle reminder/encouragement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Student requested to remove non-compliant item (where practicable)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Student requested to replace item with compliant item borrowed from school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Student sent home to acquire compliant item	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Letter sent to parents	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Student requested not to return to school until wearing correct uniform	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Meeting held with parents and student	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Suspension	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Student excluded from certain zones/activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Student withdrawn from class to do school work in library, office etc	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Detention/extra duties	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Other (please specify)

**6. Consultation and review**

**1. How often is your school's uniform policy or dress code reviewed?**

- Annual review cycle: Reviews are part of formal school council processes every year
- Variable review cycle: Reviews are initiated by changes or incidents in the school community
- No review cycle: There has been little or no discussion of uniform policy or dress code since its inception
- Other (please specify)

**2. Which groups within your school community would typically be consulted in a uniform policy or dress code review?**

*Please tick all that apply*

- |   |  |
|---|--|
| <input type="checkbox"/> Teachers           | <input type="checkbox"/> Parents   |
| <input type="checkbox"/> Non-teaching staff | <input type="checkbox"/> Uniform suppliers/manufacturers                       |
| <input type="checkbox"/> School council     | <input type="checkbox"/> Government/Catholic/Independent system representative |
| <input type="checkbox"/> Principal          | <input type="checkbox"/> Other (please specify)<br><input type="text"/>        |
| <input type="checkbox"/> Students           |  |

**3. In the past 12 months, have any of the following issues presented significant challenges for your school with respect to its uniform policy or dress code?**

*Please tick all that apply*

- Health and safety
- Anti-discrimination
- Cost and purchasing arrangements
- Enforcement and sanctions
- No significant challenges
- Other (please specify)

**7. General comments**

**1. Are there any further comments you would like to make, relevant to the *Inquiry into Dress Codes and School Uniforms in Victorian Schools*?**

### 8. School information

1. Please provide the following information about your school.

	Level	Sector	Region	Gender
School information	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

2. What is the approximate number of full-time equivalent (FTE) students currently enrolled in your school?

3. What is the approximate percentage of students in your school receiving the Educational Maintenance Allowance (EMA)?

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