



School Uniform Policy and Student Dress Code

(2026)

1. PURPOSE

The purpose of this policy is to set out Brisbane Catholic Education's (BCE) principles for the development and approval of student dress codes by BCE schools.

2. RATIONALE

In accordance with section 360 of the Education (General provisions) Act 2006 (qld), a Principal may develop a student dress code that will apply when students are attending, or representing, the school.

School uniforms perform several important functions within the overall operation of schools, including: 1) fostering a sense of school community and shared mission; 2) increasing a sense of belonging and engagement; 3) promoting health and safety; and 4) encouraging respect in self and school.

Students in uniform also represent their school and therefore play a central role in the presentation of BCE schools to the broader community.

3. POLICY STATEMENT

Each school must develop and implement a student dress code informed by the principles in this policy. Schools must communicate their student dress codes to the school community.

A student dress code must clearly set out expectations for observance of uniform requirements and strategies for managing non-compliance, consistent with agreed variations to support student wellbeing or learning outcomes.

As a student dress code can raise issues of equity and fairness, inclusion, cost and affordability, practicality and responsiveness to individual needs, a suitable transition arrangement for the introduction of new uniform items must be implemented by the school.

4. PRINCIPLES

To assist BCE schools to manage relevant issues, schools must apply the following principles when developing, revising and approving student dress codes:

- **subsidiarity:** decisions on school uniforms must be informed by consultation at the local school level. Input from the school community should be sought as part of a process of discussion and discernment.
- **accountability:** school uniforms must be consistent with health and safety considerations, e.g. sun safe, protective clothing, clothing appropriate to curriculum activities, items that pose a heightened risk such as dangling or large hooped earrings. Student dress codes must comply with anti-discrimination and human rights legislation to ensure they do not give rise to unlawful discrimination against students.
- **practicality:** school uniforms must contribute to the wellbeing of students by providing adequate protection from the elements and a degree of comfort that allows for full participation in all school activities, including play, sport, and other physical and recreational activities.

- **affordability:** attention must be given to cost considerations when school uniform options are determined. This includes durability of uniform materials to reduce replacement costs and possible staged introduction of new uniforms. Other strategies could include bulk purchasing, clothing pools, and second-hand purchase arrangements.
- **equity, diversity, and choice:** schools must provide uniform options or modifications, including shorts and pants, in all uniform categories for all students, reflecting the diverse needs of students and supporting student mental health and wellbeing.
- **responsiveness:** allowance must be made for adjustments to the school's student dress code to cater for specific student modifications or exemptions, for example, the wearing of clothing that conforms to the observance of faith.
- **complaints:** complaints about school uniforms and/or school student dress codes must be managed under the Student, Parent, and Guardian Complaints Management policy and procedure.

5. RELATED POLICIES AND GUIDELINES

- Anti-Discrimination Act 1991 (Qld) Chapter 2, Part 1-3, Part 4 Divisions 3-4, part 4 Division 10, Part 5.
- Disability Discrimination Act 1992 (Cth) Part 1, Part 2 Divisions 2 and 5 Education (General Provisions) Act 2006 (Qld) Chapter 12, Part 9 ss.360-363 Racial Discrimination Act 1975 (Cth) Part II s.9.
- Sex Discrimination Act 1984 (Cth) Part I, Part II Divisions 2 and 4 Work Health and Safety Act 2011 (Qld).
- Student Wellbeing Policy
- Student Diversity and Inclusion Policy
- Student Behaviour Support Policy

Student Dress Code

Xavier Catholic College is proud to be Gender Inclusive in its approach to the School Uniform and Personal Presentation.

The rules and guidelines laid out in this policy apply to **ALL** students regardless of their gender identification.

The College's Expectations are:

- The full and correct uniform is to be worn between home and school at all times.
- Uniforms are to be clean and in good condition.
- School shoes should be clean.
- All items of uniform should be clearly and permanently marked with the student's name.

Grooming, Make-Up, and Fingernails:

- All students are expected to be clean shaven.
- Sun safety is important in Australia; therefore sunscreen or moisturiser with high SPF is recommended.
- Tinted moisturiser is permitted.
- The wearing of makeup or coloured nail polish is not permitted.
- Only clear nail polish is permitted.
- For safety reasons, fingernails should be no longer than 1.5cm as measured from the cuticle.
- For safety reasons, acrylic nails are not permitted.
- Eyelash extensions are not permitted.
- Tattoos are not permitted.
- We encourage students to maintain high levels of hygiene and use roll-on deodorant/antiperspirant as required.
- We appreciate that some discretion needs to be shown in our policies due to medical or cultural reasons. The College will work with individual families in such circumstances to reach a mutually agreed position.



Jewellery:

- The following jewellery may be worn:
- A wristwatch. This includes Fitbit, Apple and Android watches. However, they must comply with the usage conditions set out in the Mobile Phone Policy and not be used to send texts or access the internet during class time.
- A Christian religious symbol on a chain. Both symbol and chain are to be modest, tasteful, and discreet. Students who are members of other Religions may discuss the wearing of a religious symbol related to their faith tradition.
- Students with pierced ears may wear a matching pair of appropriate small stud earrings (no greater than 5mm) or sleepers (no greater than 12mm in diameter), with no more than one in each lower ear lobe. Small earrings may be plain silver or gold or contain a stone (e.g. a birthstone).
- Earrings can only be worn in the lower ear lobe.
- Additional piercings are only permitted if clear retainers are worn. Students will be asked to remove additional piercings and replace them with a clear retainer. Excessive numbers of clear retainers that draw attention will not be permitted.
- Spacer holes or stretched ear lobes are not acceptable.
- Tongue studs or visible body or facial piercings are not permitted.

Hair Regulations:

- Extreme hairstyles which draw attention to the student are quite inappropriate and would not be acceptable.
- Hair must be clean, neatly styled, and not on the student's face.
- Students' hair which is below the collar is required to be tied back firmly and neatly (with a hair tie of matching hair colour). Students with long hair may use school coloured (green, white, yellow, blue) ribbons, clips, or scrunchies.
- At the side of the face, hair lower than the ear lobes should be tied or pinned back.
- Fringes should be above both eyebrows. Basically, hair must be off the face.
- The following hairstyles are NOT permitted: patterns cut into the hair (hair should be no shorter than a guage 3 blade); extreme undercuts (hair must be no shorter than a guage 3 blade); rats tails; cuts that make the scalp visible, e.g. extreme mullet cuts or mohawks (hair must be no shorter than a guage 3 blade); hair which falls into the student's eyes; hair which is obviously not of a natural colour, obvious and excessive colouring of hair is not acceptable; hair which needs to be constantly brushed behind the ears to prevent it from falling below the eyebrows and/or over the face.

Follow-Up and Enforcement:

- The College has a clear process for managing uniform infringements. Failure to wear the College uniform correctly will be treated as a serious matter.
- However, a level of common sense and discretion is expected by all staff members in how they go about enforcing this policy. The underlying principles of the policy as outlined above in the 'College's Expectations' should guide its implementation and enforcement.
- If there is a genuine reason for a student not wearing the full and correct school uniform, this should be noted by a parent/guardian and contact made with the relevant Class Teacher (Primary) or Pastoral Care Teacher or House Dean (Secondary).