



# 2025

**Uniform Policy**

*Learners who flourish*

# Uniform Policy

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# Uniform Policy

The Gap State High School believes that our uniform policy reinforces and develops in students:

- pride in their school
- recognition of themselves as an integral part of the school community and
- pride in their own appearance.

The uniform policy reflects expected high standards of The Gap State High School and is intended to encourage all students to be well presented, respectful and unified, showing pride in oneself and projecting a positive image to the community. Consideration of equality, health, safety, comfort, and expense all contribute to the formulation of the school's uniform policy.

It is unreasonable for students and parents to feel under pressure to follow "trends" in purchasing necessary items for the school uniform, including formal shoes and sports shoes. It is therefore considered to be in the interests of students and the school community for consistent uniform requirements to be worn according to the standards set out in this document.

This policy has regard to Education Queensland's policies and procedures on student dress codes and is endorsed by the school's P&C Association.

# Responsibilities

It is important that the school community supports and upholds the uniform policy and accepts a shared responsibility for upholding a well-presented, respectful and unified approach.

It is the responsibility of:

## *Students*

- to be well presented, respectful and unified in the wearing of the school uniform as prescribed by the uniform policy and ensure that items worn are **Fit for purpose** and meet workplace health and safety requirements.

**“Fit for purpose”** in relation to correct uniform refers to clothing and accessories that are suitable, appropriate, and functional for their intended use within the context of the uniform policy. This means that each component of the uniform, such as shirts, pants, skirts, shoes, ties, etc., must meet the requirements outlined in terms of style, colour, size, and functionality and be worn appropriately as per the policy.

For example, e.g., a skirt or pants that is considered fit for purpose would be one that meets the specified style and colour requirements i.e., fits properly (not too tight or too loose) is in good condition (not torn or excessively worn), and allows the student to move comfortably throughout the day.

Similarly, shoes that are fit for purpose would be ones that are appropriate for the school environment, such as closed-toe leather shoes for safety reasons and are in good condition without any significant wear or damage.

- to comply with any requests or directions from school staff regarding the uniform policy.

## *Parents and caregivers*

- to commit to supporting the uniform policy as part of the enrolment agreement
- **all members of the school community ensure uniform components** are fit for purpose and meet the requirements stipulated, rather than enforcement only at a school level
- to assist students to develop maturity, responsibility, and self-regulation by supporting the student to adhere to the uniform policy, and ensuring students attend school in a well presented, respectful and unified manner.
- to work with the school to resolve issues regarding compliance with the uniform policy and support the school in following the uniform policy
- to request short or long-term exemptions to the uniform policy in writing, providing reasons for the request
- to support and assist students to comply with workplace health and safety requirements.

## *School staff*

- to clearly articulate the school’s expectations and requirements regarding the school’s uniform policy
- to follow and uphold the uniform policy fairly and equitably
- to inform and support parents to develop strategies to assist the student to comply with the uniform policy
- to determine, document and inform parents and students of reasons for decisions on exemptions from the uniform policy
- to provide appropriate direction to students to ensure they meet workplace health and safety requirements.

## General

Two uniform options are provided, and students can choose the option that is suitable to the student's year level. All uniforms should be worn in the correct manner. Wearing the uniform correctly involves all uniform items being **fit for purpose** and **compliant with workplace health and safety requirements**.

## Formal Uniform

Students are expected to wear the formal uniform at all times while at school, travelling to and from school, and at all school excursions and events, except:

- in circumstances prescribed by this policy where sports uniform is permitted to be worn or
- as otherwise directed by the Principal (for example, a designated non-uniform day).

Formal uniform must be worn in accordance with the diagram on the following page.



# The Gap State High School Formal Uniform



School / house  
bucket hat



G cap  
(optional)

**Socks** (no logos) can  
be:

- crew/sport black socks
- crew/sport white socks
- knee-high grey school socks
- 40-denier black tights  
(under skirts/skorts only)



**Black leather school shoes** to  
be worn with all formal uniform  
combinations. Approved shoes  
include Nike Air Lows and low-  
cut Doc Martens.

**Jewellery:** Zero rings,  
bracelets, nose or eyebrow  
rings, visible necklaces. **Two**  
earrings plain gold silver  
sleepers or studs. No large  
hoops allowed (<15mm  
diameter).

**Hair:** clean & groomed. If it  
reaches the collar, up and off  
face in black, green or natural  
colour elastic or ribbon,  
headbands or clips.

**Cosmetics and fingernails:**  
Students are not permitted to  
wear make-up, coloured nail  
polish or false/acrylic nails  
(tinted moisturiser and clear  
nail polish is permitted).

Pick a top according to your year level...

## Short sleeves

Worn out or tucked in

Juniors (Yr 7-9)



Seniors (Yr 10-12)



Tie optional all year

## Long sleeves

Tucked In

Seniors (Yr 10-12)



Tie required all year  
Shirt must be tucked in

## With any one of these....

Belt optional



Belt required for  
pants with loops



## Sport Uniform

The sports uniform may be worn to and from school by students only on the designated days for the student's year level (as determined by the school administration), unless otherwise permitted by this policy.

Students in years 7, 8 and 9 who have Health and Physical Education classes (HPE) or Applied Positive Psychology (APP) are allowed to wear their sports uniform to school on two designated days, as assigned by administration. These will be confirmed at the beginning of the school year. On all other days they must change into the sports uniform:

- immediately before their HPE/APP class, where that class is in lessons 1 and 2 that day;
- during the recess immediately preceding their HPE/APP class, where that class is in lessons 3 and 4 that day.

If it is not a designated day, students in years 7, 8 and 9 are required to change out of their sports uniform into the formal day uniform during the next recess following their HPE/APP class. Where a student's HPE/APP class falls in lesson 4, students are permitted to travel home in their sports uniform.

Students in years 10-12 who have Health and Physical Education classes (HPE) or Applied Positive Psychology (APP), must change into their sports uniform:

- immediately before their HPE/APP class, where that class is in lessons 1 and 2 that day;
- during the recess immediately preceding their HPE/APP class, where that class is in lessons 3 and 4 that day.

Students in years 10-12 are required to change out of their sports uniform into the formal day uniform during the next recess following their HPE/APP class. Where a student's HPE/APP class falls in lesson 4, students are permitted to travel home in their sports uniform if they wish.

Below is the list for the days students are permitted to wear their sport uniform to and from school in 2025.

7A; Monday & Thursday 7B; Monday & Friday 7C; Tuesday & Friday 7D; Thursday & Friday 7E; Thursday & Friday 7F; Thursday & Friday 7G; Wednesday & Friday 7H; Thursday & Friday 7I; Wednesday & Thursday 7J; Wednesday & Thursday 7K; Monday & Wednesday 7L; Wednesday & Thursday	8A; Tuesday & Wednesday 8B; Tuesday Wednesday 8C; Thursday & Friday 8D; Thursday & Friday 8E; Tuesday & Thursday 8F; Tuesday & Friday 8G; Tuesday & Thursday 8H; Tuesday & Friday 8I; Monday & Tuesday 8J; Monday & Wednesday 8K; Monday & Tuesday	9A; HPE/APP – Monday Tuesday 9B; HPE/APP - Monday Tuesday 9C; HPE/APP - Monday Tuesday 9D; HPE/APP - Monday Tuesday 9E; HPE/APP - Monday Tuesday 9F; HPE/APP - Monday Tuesday 9G; HPE/APP - Monday Tuesday 9H; HPE/APP - Monday Tuesday 9I; HPE/APP - Tuesday, Thursday 9J; HPE/APP - Tuesday, Thursday 9K; HPE/APP - Tuesday, Thursday 9L; HPE/APP- Tuesday, Thursday
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## Wearing the School Uniform

School uniforms are not to be altered including but not limited to:

- Graffiti or writing on uniform items
- Underclothes should not compromise our uniform standards and are not to be visible. Students who wish to wear 'undershirts' are only permitted to wear white and must not hang out under sleeves or below shirts. There is to be no writing or print on undershirts.

## Footwear

Required footwear for the formal day uniform is a formal black leather lace-up shoe. Shoes must have a non-porous leather upper with a solid toe, and a black non-slip rubber sole with a low heel. Leather versions of street shoes are not acceptable.

Sports shoes are to be worn with the sports uniform only and must be a lace up sports shoe or jogger that provides good heel and arch support. Canvas shoes or street/skate shoes (such as Dunlop Volley or Vans) are not acceptable.

All footwear worn in laboratories, workshops, kitchens, or arts facilities must meet Workplace Health and Safety Regulations.

Unacceptable footwear includes:

- flat soled sports shoes or joggers, when worn with the formal day uniform
- flat soled “street” or “skate” shoes (e.g., “Vans”)
- ballet flats or Mary-Jane style shoes
- any type of ankle boot or above ankle height boot
- platform shoes
- sandals or thongs
- canvas, cloth, or vinyl shoes (e.g., Dunlop Volley, Converse, or Vans)
- slip on shoes or zip up shoes
- shoes with graffiti/decoration, or shoes with white or coloured laces (i.e., only black laces are permitted)





### FORMAL DAY SHOES - ACCEPTABLE

 ✓	 ✓	 ✓	 ✓	 ✓
 ✓				

### FORMAL DAY SHOES - UNACCEPTABLE

 ✗	 ✗	 ✗	 ✗	 ✗
 ✗	 ✗	 ✗	 ✗	 ✗

### SPORTS SHOES - ACCEPTABLE

 ✓	 ✓	 ✓	 ✓
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### SPORT SHOES - UNACCEPTABLE

 ✗	 ✗	 ✗	 ✗
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# Personal Presentation and Appearance

**Hygiene:** Personal cleanliness is the responsibility of each student and normal acceptable personal hygiene standards must be maintained by all students.

**Underwear:** Is required to be worn under all uniforms. Underwear must not be visible.

Students are permitted to wear a plain white singlet or undershirt underneath the uniform, provided that the undershirt is not visible past the sleeves or collar of the formal day shirt. Singlets, undershirts, or brassieres must be plain white or a neutral skin tone only – coloured fabric, embellishments, printing, writing or other decorations that are visible through the shirt fabric are not permitted.

**Facial hair:** Students must be clean-shaven, unless wearing a short, neatly trimmed beard/moustache.

**Hair:** Must be clean and groomed in a neat and conservative style. Moderation of acceptable hairstyles is at the discretion of the school Administration. The following guidelines must be adhered to:

- Only natural hair colour is acceptable. Bright colours or bright streaks are not permitted eg. Pink, Green, Blue and Purple
- **All** students with hair length that reaches to the collar or below are required to neatly tie their hair up and back off the face, secured with elastics or ribbon. Hairbands, hairclips, or pins should be worn if necessary to hold hair back off the face

**Cosmetics and fingernails:** Students are not permitted to wear make-up, coloured nail polish or false/acrylic nails (tinted moisturiser and clear nail polish is permitted). Workplace Health and Safety moderation of 'acceptable' nail length and colours is at the discretion of the administration.

**Body art or tattoos:** Are not acceptable and any students with body art must ensure they are completely covered with flesh-coloured adhesive bandage or sports tape, so they are not visible either on any exposed skin or underneath their uniform.

**Jewellery:** Students with pierced ears may wear only plain sleepers or studs, with no more than 2 earrings in each ear. Jewellery such as large dangling earrings, bracelets, rings, facial piercings, such as nose rings and eyebrow rings, or any visible body piercing etc. are neither safe nor suitable for school wear and are not permitted. Spacers, and nose piercings, must be clear plastic only.

Students may wear a watch, but other accessories such as key chains, belt chains, necklaces or bracelets must not be worn.

Students who have genuine religious reasons may obtain an exemption to wear a discreet necklace (i.e. a fine silver or gold chain) provided it is not visible above the neckline/collar of their shirt. Necklaces must be removed during sporting activities or any curriculum activities (such as design or technology) where the wearing of a necklace poses a WHS risk.

Head coverings required to be worn for religious reasons must be plain black or white.

## Sun Safety

In view of the dangers of exposure to the sun in Queensland, students are required to wear the school cap or bucket hat and sunscreen for all outside activities. It is recommended that students also wear the school cap or bucket hat whenever outside, including travelling to and from school.

Sunscreen lotion/cream is available from the school on request and is also available at all sporting activities.

# Compliance vs Non-compliance with Uniform Policy



## Uniform

*Before, During & After School*

### Compliance



Wearing the incorrect uniform?  
Visit E03 between 8:10 am - 8:30 am



Ongoing - note and uniform pass. Time frame given to rectify.



Sports on assigned days only.



Correct uniform, worn correctly - all day.

### NOTE

- Each instance after the third will be considered ongoing and more serious.
- At any stage, refusal to follow instructions is classified as defiance and will result in a referral to a Deputy Principal for a consequence which will be determined by the level and type of defiance. Consequences may include: Time 4 detention / after-school detention / suspension.
- Instances are cumulative across the year.

### Non-Compliance

1

#### 1ST INSTANCE

- Student directed to rectify/remedy uniform
- If item is not fit for purpose student will be directed to change immediately
- Parent notified
- Lunchtime detention given

2

#### 2ND INSTANCE

- Student directed to rectify/remedy uniform
- If item is not fit for purpose student will be directed to change
- Parent notified
- Afterschool detention issued for the following day. Detentions issued on a Friday will be scheduled for Time 4 on following Monday.

3

#### 3RD INSTANCE

- Parent/student meeting with Year Level Deputy and Head of Year to formulate Discipline Improvement Plan and discuss expectations.
- Afterschool detention issued for the following day. Detentions issued on a Friday will be scheduled for Time 4 on following Monday.

## Exemptions and/or Variations to Uniform Policy

Exemptions or variations to the uniform standards may be granted in particular circumstances. Students who require a long term (greater than 5 days) exemption from or variation to the uniform requirements must provide a written request from their parent or caregiver along with evidence acceptable to the Principal to support the request for exemption/variation, as follows:

- In the case of ***genuine religious or cultural reasons*** – a letter from the student’s parent or guardian detailing the specific religious or cultural requirements;
- In the case of ***medical/health reasons*** – a letter or certificate from a competent medical authority explaining the reasons why an exemption or variation is required on medical grounds or, in the case of students with a disability verified with Education Queensland, a written request from their allocated school support officer;
- In the case of ***economic hardship*** – all evidence required by the school Administration or Principal to support an application for financial assistance from the P & C or school Administration.

Students who require a short term (less than 5 days) exemption or variation if they are, for any reason, unable to be in the correct uniform, must:

- Provide a written request, via note or email from their parents or caregivers, giving reasons, and an indication of when the student will be in the correct uniform;
- Provide the request to the school office before school commences on the first day of the proposed exemption/variation and request a uniform slip;
- Carry the uniform slip with them at all times during the period of exemption and produce it at the request of any staff member.

The school Administration may, at their sole discretion, require a student on a short-term exemption to present at the school office on each day of the proposed period of exemption to renew their uniform slip.

## Uniform Shop and Change policy

The Uniform Shop at The Gap State High School is an integral part of the fundraising activities of the Parents and Citizens Association (P&C) of the school.

The operations of the Uniform Store are controlled by the P&C with input from the Uniform Store Convenors. The P&C and Principal must approve any proposed changes to the:

- school uniform;
- dress and appearance standards; or
- uniform policy.

P&C approval is required for any proposed changes to the operations of the Uniform Store.

P&C approval for any changes can be given in a general meeting of the P&C by normal voting procedures.

The P&C may appoint a subcommittee to investigate, consult and make non-binding recommendations to the P&C on any aspect of the uniform dress standards. Any subcommittee must include:

- a P&C representative
- an administration representative
- a teacher representative
- a student representative
- a parent and/or community representative
- a uniform store convenor

## Appendix A

### Guidelines for Non-Uniform Days

The principal may give permission for non-uniform days to be held on occasions during the school year. On non-uniform days, the school's requirements for personal presentation and appearance, as set out in the Uniform Policy, still apply.

Students are expected to wear clothing that is appropriate, having regard to WHS requirements, sun-safety, school activities to be undertaken, and recognising that they are still representing the school.

Appropriate clothing is defined as the following:

- closed in shoes must be worn by all students – **no rubber thongs or similar**
- students must wear leather school shoes for lessons in labs, workshops, and kitchens (shoes can be changed before these classes)
- no singlet tops
- no plunging necklines
- no apparel containing offensive, suggestive, or inappropriate wording, pictures, or caricatures
- no midriff tops
- normal school rules apply regarding jewellery, make-up, nail polish, piercings, body-art etc.

The final decision regarding what amounts to appropriate clothing rests with the Principal.

# Publication Details

V1.5 September 2024

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Issue #	Issue Date	Comment
V1.5	5/9/2024	From the beginning of Term 4, 2024:  Removed reference to length of skirts Included Year 9 to wear sports uniform on designated days. Modified Formal Uniform & Compliance vs Non-Compliance with uniform policy posters
V1.4	15/4/2024	<b>P &amp; C Approved 11 March 2024</b> From the beginning of Term 2, 2024:  <b>Page 3</b> <u>Formal Uniform</u> Short Version –out/ no tie, that is, short sleeves, shorts Long Version –in/ tie, long sleeves, pants with belt loops (need a belt)  NB. Short sleeve shirts can be worn untucked, ties are optional with short sleeved senior shirts year-round, belts are optional when shirts are untucked.  NB. Long sleeve shirts are to be worn tucked in. Ties are required year-round with long sleeved shirts; long shirts may not be worn with shorts.  Modified Consequences for non-compliance with new diagram. Moved the publication details to the back. Removed Uniform Specifications.
V1.3	5/12/2023	<b>P &amp; C Approved 13 November 2023</b> From the beginning of 2024:  <b>Page 4</b> Full upper leather shoes such as Black Nike Air Force 1 Low will be allowed. <i>NB. Mid and high boot / Hi-Top style shoes do not meet the uniform policy expectations.</i>  <b>Page 11</b> Uniform Option 1 long formal socks optional. If worn must be worn up.

		<p><b>Page 11 and 12</b></p> <p>Uniform Options 1 &amp; 2 – students can wear black or white socks, but only <b>all</b> black or <b>all</b> white socks to be worn at one time. These socks can be crew or sport but must be free of logos or other designs.</p> <p>Belt optional</p> <p><b>Page 9 and 13</b></p> <p>Ability to mix Uniform Option 1 &amp; 2 formal uniforms together, ie, ability to choose Option 2 shirt with Option 1 pants.</p> <p>Wearing of Sport uniform, for the full day, in Years 7 and 8 only, on two (2) designated days per week <b>only</b> aligned to HPE/APP lessons. These dates will be advised in Week 1 of Term 1.</p> <p>NB. Regarding Option 2 Skirt and Skort formal uniform items. The consensus was that <b>all members of the community support and adhere to wearing skirts and skorts at knee length</b>. Until such time as this is reviewed further, we seek parental support in partnering with the school to ensure that these items are fit for purpose and meet the requirements stipulated as we prepare for 2024, rather than enforcement only at a school level.</p> <p>NB. White long sleeve shirt available for Option 2 seniors (with darted version) to be trialed in early 2024.</p>
V1.2	4/10/2022	<p><b>P &amp; C Approved 10 October 2022</b></p> <p>Page 2, paragraph 4:</p> <p>Students who have health and physical education classes (HPE) or Applied Positive Psychology (APP) on days other than the designated sports day, must change into the sports uniform:</p> <ul style="list-style-type: none"> <li>• immediately before their HPE/APP class, where that class is in lessons 1 and 2 that day;</li> <li>• during the recess immediately preceding their HPE/APP class, where that class is in lessons 3 and 4 that day.</li> </ul> <p>Students are required to change out of their sports uniform into the formal day uniform during the next recess following their HPE/APP class. Where a student's HPE/APP class falls in lesson 4, students are permitted to travel home in their sports uniform if they wish.</p> <p>Page 4</p> <ul style="list-style-type: none"> <li>• Adjusted titles of each section e.g. From 'Correct Formal Day Shoes – Examples', to the updated change: 'Formal Day Shoes – Acceptable'</li> <li>• Doc Martin low rise shoe added to - Acceptable Formal Day Shoes</li> <li>• Doc Martin boots added to – Unacceptable Formal Day Shoes</li> </ul>

		<p>Page 5 – Highlighted words to replace non highlighted.</p> <ul style="list-style-type: none"> <li>Workplace Health and Safety moderation of ‘acceptable’ nail length and colours is at the discretion of the administration. Eyelash extensions are not permitted. Fingernails should be trimmed and worn short in consideration of WHS requirements.</li> </ul> <p>Page 6</p> <p>Consequences for non-compliance – Dot points second last paragraph.</p> <p>Updates highlighted:</p> <ul style="list-style-type: none"> <li>withdrawal from playground privileges or non-essential school activities</li> <li>loss of school representation through student privilege policy</li> <li>withdrawal from participation in any curriculum activities requiring WHS compliance</li> </ul> <p>Last paragraph:</p> <p>Changed from ‘Responsible Behaviour Plan’ to ‘Student Code of Conduct’</p> <p>Page 9</p> <p>Uniform Requirements – All students</p> <ul style="list-style-type: none"> <li>House shirt</li> <li>School hat – updated to include reversible bucket hat</li> <li>Blazer</li> <li>Volleyball/instrumental music</li> <li>Scarf</li> <li>School badges</li> </ul> <p>Hair decorations</p>
V1.1	2/4/2019	<p><b>P &amp; C approved 13 February 2019</b></p> <p>Page 2, paragraph 4 currently reads:</p> <p>Students who have health and physical education classes (HPE) or APP<sup>1</sup> on days other than the designated sports day, must change into the sports uniform:</p> <ul style="list-style-type: none"> <li>after form class, if their HPE/APP class is in lessons 1 – 4 that day</li> <li>the recess immediately preceding their HPE/APP class, where that class is in lessons 5 – 8 that day.</li> </ul> <p>The P&amp;C is requested to move a resolution to agree to an amendment to the Uniform Policy for the words “after form class, if their HPE/APP class is in lessons 1-4 that day” to be deleted and substituted with “immediately before their HPE/APP class, where that class is in lessons 1 – 4 that day”. In the second dot point the word “during” should appear at the start of that dot point (i.e., “during the recess”).</p>
V1.0	10/9/2018	Uniform Policy Working Group setup to amend policy.