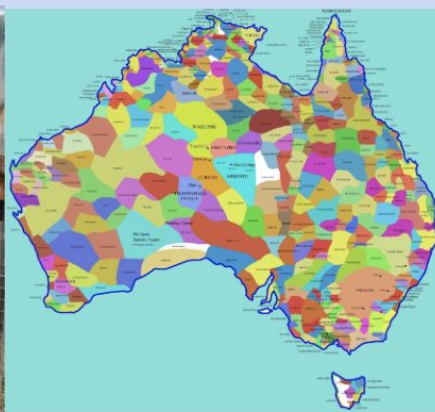




# Cammeray Uniform Review



*Warimi, as we share our knowledge, teaching and learning within this school, may we also pay respect to Aboriginal and Torres Strait Islander people for the knowledge embedded forever within the Aboriginal Custodianship of Country. We stand together today, tomorrow, forever, Yanu.*



# Cammeray Uniform Review

**Objective: To review our school uniform**

2022





# Review Process

- **Propose** ✓
- **Engage** ✓
- **Develop (Design)**
- **Implement**
- **Monitor**
- **Evaluate**





# Objective

**A school uniform is an essential part of school life which:**

- Encourages a sense of belonging and identity
- Fosters unity, inclusivity and equality
  - Provides comfort and safety
- Enables participation in all school activities with ease and dignity
  - Supports cost effectiveness and affordability





# Values

**The uniform should reflect the sentiment of the school community:**

- School identity and values
- Diversity and inclusion
- Environment and sustainability
  - Ethical standards
- Cost and affordability



# Department Support



**Policy library**

[Home](#) > [Policy library](#) > School Uniform

## School Uniform

Sets the department's requirements for local school uniforms or dress codes.

Changes since previous update

**Implementation documents**

- [School Uniform Policy Guidelines Checklist \(PDF 263 KB\)](#) →

**Related documents**

- [Code of Conduct](#) →
- [Student Welfare policy](#) →
- [Work Health and Safety \(WHS\) policy](#) →

**Document type**  
Policy

**Policy contact**  
Refer to section 6

**Reference number**  
PD-2004-0025-V02.0.4

**Implementation date**  
16-08-2004

**Health and physical care**

[Home](#) > [Student wellbeing](#) > [Health and physical care](#) > Sun safety

## Health and physical care

- Health care procedures
- Sun safety**
- Immunisation and your child
- Supporting students during hot weather
- Road Safety Education

## Sun safety

**On this page**

- [Effective sun safety](#) →
- [Sun Safety for Students information sheets](#) →
- [Related information](#) →

Our schools take sun safety seriously and implement a range of strategies to support school environments that protect students from the damaging effects of the sun.

Much of the sun exposure that causes skin damage occurs in childhood and adolescence.

By the age of 15 many children have developed irreversible skin damage from exposure to the sun.

While skin cancer is the most common cancer in Australia, it is estimated that 95% of skin cancers can be prevented through reducing exposure to ultraviolet radiation from the sun.

Each school has a responsibility to provide a safe environment for students and staff and this includes providing adequate protection from the sun.

### Effective sun safety



**Cammeray Code**

<b>Respect</b>	<p>Take pride in being a member of our school and community</p> <p>Actively accept the rights and differences of others</p> <p>Listen and communicate with courtesy</p> <p>Treat others kindly</p>
<b>Responsibility</b>	<p>Care for school property and the environment</p> <p>Be accountable for your actions</p> <p>Look after personal belongings</p> <p>Work, move and play safely</p>
<b>Personal Best</b>	<p>Actively participate in learning opportunities</p> <p>Have a positive attitude</p> <p>Challenge yourself</p> <p>Be resilient</p>

# Guidelines and Statements



## School Uniform Policy Guidelines Checklist

<input checked="" type="checkbox"/> Policy checklist	<b>i</b> Policy information
<p><b>Consultation:</b> should include the following groups:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Students</li> <li><input type="checkbox"/> Teachers and other staff</li> <li><input type="checkbox"/> Parents/carers (including school Parents and Citizens' Association)</li> <li><input type="checkbox"/> Suppliers and retailers.</li> </ul>	<p>Each school's uniform must be the result of formal consultation with students, teachers and other staff and parents/carers (including the Parents and Citizens' Association). Parents/carers must be given sufficient time to purchase items and schools may need to give parents/carers up to three years where there have been changes. All suppliers and retailers must also be notified and given sufficient time to change the school uniform. Source: <a href="#">School Uniform policy</a></p>
<p><b>Wellbeing:</b> factors to be considered:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> The diversity of the school population (options are available within the agreed school uniform)</li> <li><input type="checkbox"/> Uniform items encourage physical activity</li> <li><input type="checkbox"/> Shorts and pants options are available, including specific options for girls</li> <li><input type="checkbox"/> Items are affordable, comfortable for all body shapes and appropriate for a variety of learning and break-time activities</li> <li><input type="checkbox"/> Appropriate, fair and consistent responses for students not following school uniform requirements.</li> </ul>	<p>The Department of Education requires that schools set local school uniform requirements. A school's response to a student not wearing school uniform should be appropriate, fair and consistent. A student cannot be suspended or expelled for not wearing school uniform. Schools should positively encourage the wearing of a school uniform. Principals can make exemptions for not wearing a uniform after discussion with parents &amp; carers, and if considered justified by the principal.</p>
<p><b>Health &amp; Safety:</b> factors to be considered:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Sun safe uniform items, including hats that protect the head, neck and ears</li> <li><input type="checkbox"/> Uniform items necessary for particular activities, eg safe footwear</li> <li><input type="checkbox"/> Availability of uniform items for cold and hot weather</li> <li><input type="checkbox"/> Road safety/visibility of uniforms.</li> </ul>	<p>Decisions about school uniform requirements must comply with work health and safety and anti-discrimination legislation. A school uniform should promote the health and safety of students by identifying items necessary for particular activities to protect students from injury (for example, items for sun protection or safe footwear). See Health and Safety Directorate factsheets (Intranet only): <a href="#">Footwear Guidelines for NSW Government Schools</a> <a href="#">Sun Safety - overview and key steps</a></p>
<p><b>Supply and purchase:</b> factors to be considered:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Families are well informed about uniform items necessary for health and safety reasons</li> <li><input type="checkbox"/> Affordability of uniform items.</li> <li><input type="checkbox"/> Families are aware of available financial support to purchase uniform items if required</li> <li><input type="checkbox"/> Clothing pool established and promoted for donations and access to low cost or loan uniform items</li> <li><input type="checkbox"/> <b>Procurement and Legal Services'</b> advice regarding: <ul style="list-style-type: none"> <li>- a nominated preferred supplier and/or</li> <li>- the establishment of a uniform shop to be run by an external organisation</li> </ul> </li> <li><input type="checkbox"/> Location and opening hours of preferred suppliers/on-site uniform shops provide reasonable opportunities for families to purchase uniform items</li> <li><input type="checkbox"/> Supplier and retailer's details, including location and opening hours, are available on the school website and other school communication channels.</li> </ul>	<p>Schools must have written agreements in place to set out the terms and conditions of a 'uniform shop' and 'supply arrangements'. Schools must comply with procurement requirements to have an on-site uniform shop operated by any party, other than a Parents &amp; Citizens Association. Schools must advise parents on how they can access financial support if they are unable to purchase uniform items. To assist families, schools should organise facilities such as clothing pools.</p>

For further information contact the [Student Health Team](#). The diagram can also be printed and used as a planning and review checklist.



### Rationale

**Objective:** To review our school and sport uniforms. Our uniform has not officially been upgraded in over 30 years, with the existing uniform being a hybrid of the early 1990's sport uniform. Various items have been added over the years, without official consultation. Our aim is to engage all stakeholders in a review of the uniform, to promote open discussion about the practicalities, affordability, accessibility and inclusivity of our existing uniform and to formally agree on a collaborative way forward.

### Inclusivity and Diversity Statement

It is important we demonstrate inclusivity and diversity to reduce disparity between students with diverse gender identities, religions, and socioeconomic statuses through supportive uniform policies and procedures. Under Anti-Discrimination and Education legislation, we aim to reflect the standards for appropriate school wear and the reducing of discrimination against students. As part of the Department of Education we are obliged to ensure that our school uniforms reflect the changing ideals of society and the increasing importance of self-identity through self-expression. Action to resolve a lack of accessibility will form a deeper sense of connection and support between students, encouraging values for inclusivity, beyond the years at school. Our inclusive school uniform and dress code will ensure that student comfort is taken into account with the consideration of sensory disorders, overstimulation and flexibility, to ensure equitable opportunities and access to education for all students.

### Environmental Impact Statement

It is important that we demonstrate integrity and take full responsibility in regard to sustainability practices across the school. We are committed to ensuring we decrease our impact on the environment and seek to deliver change through a series of key initiatives. Our focus on environmental and social responsibility is continually improving. We support sustainable initiatives and aim to consider the environment in our decision making. Some examples include:

- Recognising the environmental interests of our stakeholders and working to ensure that these interests are taken into consideration, through our E&S sub-Committee
- Considering suppliers' environmental policies and credentials as part of the process for evaluation and selection
- Monitoring the environmental impact of the uniform, in consultation with the uniform shop and volunteers, regarding sustainable purchasing, recycling secondhand items and continuing our partnership with 'Wom Up' <https://womup.com/>
- Striving for continuous environmental improvement through the setting and reviewing of environmental objectives with the E&S sub-Committee

### Supporting Surveys

#### Survey 1 - pre-viewing survey (Term 3 Week 8)

Dear Parent / Carer,  
We would like you to provide feedback on our school uniform. Through our investigations we have uncovered some interesting information and invite you to school next week to view some of the suggested uniform items. Our uniform has not officially been upgraded for over 30 years and the existing uniform is a hybrid of the early 1990's sport uniform. Various items have been added over the years, without official consultation. At our display next week, you will be able to view the uniform history, as well as see some of the new items we would like to introduce. Thank you for taking the time to complete this short survey.  
Cammeray Executive Team

Question 1:  
What do you like about our current uniform? (select all relevant options)

- cost
- colours
- fabric
- versatility
- inclusivity
- other

Question 2:  
What don't you like about our current uniform? (select all relevant options)

- cost
- colours
- fabric
- lack of versatility
- lack of inclusivity
- other

Question 3:  
Are you open to viewing the display under the COLA from 8:45am Monday September 12 to Friday September 16?

Question 4:  
Anything else you would like to add.

# Action Plan



## Uniform Timeline and Consultation Process Stakeholder consult - students, staff, parents, AECG

Term	Actions - communication, consultation and feedback	Personnel
2021 Term 4	SRC - student voice, students raised issue of house names, advocating for change	SRC - Y6 students
2022 Term 1 (initialise)	SRC - student voice, students re-raised issue of house names and potential changes P&C meeting initial discussion - Wednesday March 16 AECG - consultation and endorsement Staff - executive and whole school initial discussion	SRC - Y6 students P&C and senior executive Cammeray AECG CPS staff
2022 Term 2 (engage)	SRC - student voice, students discussed and explored totems and house/uniform ideas with Mrs Fahey and Bibi Barba Staff - whole school presentation and staff reps nominated P&C meeting ongoing discussion - Wednesday May 18 P&C meeting ongoing discussion - Wednesday June 15 Newsletter invitation to join uniform group - Week 10	SRC - Y6 students CPS staff P&C and senior executive P&C and senior executive Stakeholder uniform discussion group formed, preliminary meeting
2022 Term 3 (engage)	SRC - student voice, students participated in totem/uniform art lessons and discussion with Mrs Fahey and Bibi Barba P&C meeting ongoing discussion - Wednesday July 20 P&C meeting ongoing discussion - Wednesday August 17 # P&C meeting ongoing discussion - Wednesday September 21 Uniform provider consult - Wednesday July 20 Uniform provider consult - Friday August 5 Uniform provider consult - Friday August 26 Newsletter - Week 2, Week 4, Week 6, Week 8 plus pre-viewing parent survey, Week 10 plus post-viewing follow up parent survey	SRC - Y6 students P&C and senior executive P&C and senior executive Stakeholder uniform group Stakeholder uniform group Stakeholder uniform group Parent communication and feedback

	SRC - student voice, K-6 assembly presentation, viewing and discussion Sample uniform viewing - Week 9, COLA display Pre-survey results analysis, Department uniform policy, review and update CPS uniform policy, sun safe policy and related documents - Week 9	K-6 students feedback Stakeholder viewing and feedback Stakeholder uniform group documents - Week 9
Term 4 (proposed implement)	Post-survey results analysis, Department uniform policy, ratify CPS uniform policy, ratify sun safe policy and related documents SRC - student voice, K-6 feedback and follow up Staff - staff feedback and follow up P&C meeting - Wednesday October 19 P&C meeting - Wednesday November 16 Newsletter - parent feedback and follow up	Stakeholder uniform group K-6 students CPS staff P&C and senior executive P&C and senior executive Parent communication

### Supporting Documents

**Uniform Policy** - <https://education.nsw.gov.au/policy-library/policies/pd-2004-0025> (there are also links to related policies on this page e.g. WHS, Student Welfare)

#### School Uniform Policy Guidelines Checklist -

<https://education.nsw.gov.au/content/dam/main-education/policy-library/associated-documents/d-2004-0025-01.pdf>

#### Sun Safety

 - <https://education.nsw.gov.au/student-wellbeing/health-and-physical-care/sun-safety>

Sun Safety for Students: Clothing and Uniform information sheet from above site attached.

Sun safety advice for parents -

<https://education.nsw.gov.au/parents-and-carers/going-to-school/preparing/starting-primary-school/health-and-wellbeing/sun-safety>

#### PDHPE syllabus -

<https://educationstandards.nsw.edu.au/wps/portal/nesa/k-10/learning-areas/pdhp/pdhpe-k-10-2018>







# Feedback, so far ...

Feedback has been broad and covered a wide-range of views. As we progress through the review process, data analysis will continue to be shared with the community:

- Uniform sales analysis (uniform shop)
  - Community survey results
  - Student survey results
  - Staff discussion



# Student and Parent Analysis



## RESULTS OF STUDENT SURVEY

(Qualitative)

Do you like our totems?

	Yes	No
K-2 students	97%	3% (8 people)
3-4 students	99%	1% (3 people)
5-6 students	80%	20%

Do you like the coloured house shirts with the totem name and design on them?

	Yes	No
K-2 students	95%	5% (14 people)
3-4 students	94%	6% (12 people)
5-6 students	70%	30%

Which is your preferred uniform option?

	Option 1 Pickles new	Option 2 Existing	Option 3 LWR Reid new
K-2 students	68%	10% (30 people)	22% (70 people)
3-4 students	16% (35 people)	16% (35 people)	68%
5-6 students	10%	50%	60%

Do you prefer the existing hat options or the reversible bucket hats?

	Existing hats	Reversible bucket hats
K-2 students	50%	50%
3-4 students	79%	21% (45 people)
5-6 students	70%	30%

## RESULTS OF PARENT SURVEY

(Quantitative)

Respondents = 177, representing approximately 33% of the families at Cammeray PS

What do you like about our current school uniform?

	Number	Percentage
Cost	76	44.2%
Colours	100	58.1%
Fabric	80	46.5%
Versatility	103	59.9%
Inclusivity	70	40.7%
Nothing	2	1.2%
Other	48	27.9%

Total responses 172

Other Comments (like)	Number
Availability of second-hand items/hand me downs	10
Summer dress/dress options	7
Easy to care for/wash/no ironing	6
Quality/items last	4
Tradition/history	4
Comfortable/easy to wear	4
Yellow is bright/safe	4
Different options/can mix & match	3
Variety of options for girls	3
Different Year 6 shirt	2
Cotton options	2
Skort	2
Don't like much	2

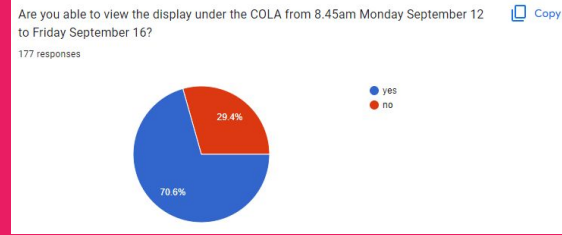
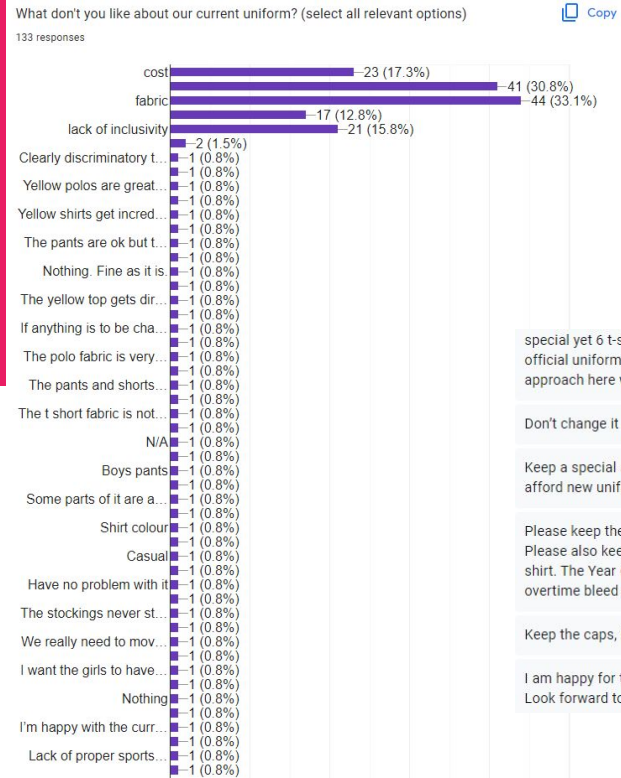
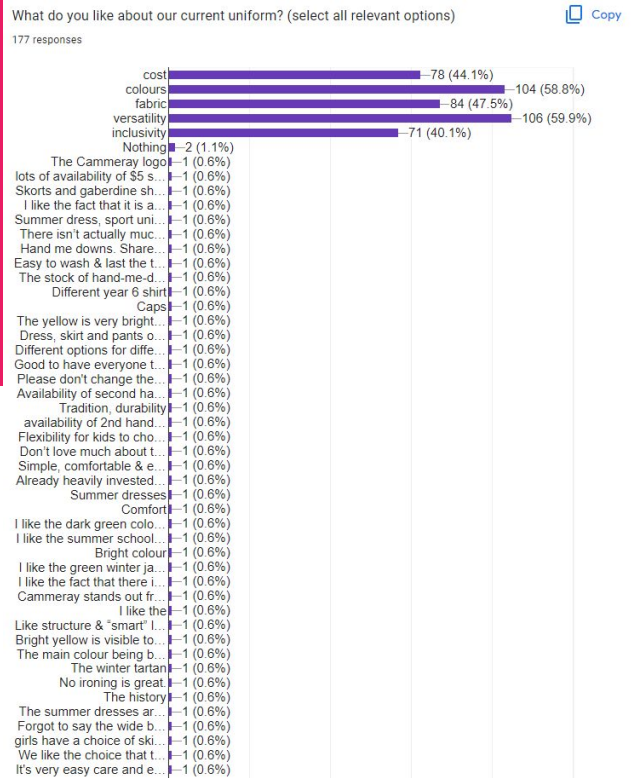
What don't you like about our current uniform?

	Number	Percentage
Cost	22	16.9%
Colours	41	31.5%
Fabric	44	33.8%
Lack of versatility	17	13.1%
Lack of inclusivity	20	15.4%
Nothing	2	1.5%
Other	66	50.8%

Total responses 130

Other Comments (dislike)	Number
Yellow stains/gets dirty/hard to keep clean	20
Don't dislike anything	15
Sizing problematic/too short/too long/too baggy	9
Fabric/too heavy/ not natural/doesn't breathe	6
Too casual/don't like sport uniform worn everyday	5
Tunics outdated/stereotypical	4
Should be same for boys and girls/non-gendered/unisex	4
Poor quality	2
There is no knit jumper	2

# Data Analysis



special yet 6 t-shirts. A better approach might be a gradual refinement/curation of what is part of the official uniform. In light of all the other significant changes introduced in the last 2 years, a softly-softly approach here would seem much more likely to be accepted by parents

Don't change it

Keep a special shirt for year 6! Allow a longer phase in period to avoid costs for those families who cannot afford new uniforms, for those who already have hand me downs, to avoid waste.

Please keep the cap as a second hat option. Older children would not like to be seen in a bowler hat. Please also keep green and gold - lemon is too light to keep its colours if it's on a predominantly dark green shirt. The Year 6 t-shirt this year are very similar to the proposed new pattern and the dark green does overtime bleed on to the yellow which is okay but don't think lemon would hold up as well.

Keep the caps, happy with current but new shirts would be good

I am happy for the uniform change! Think the current one is outdated.. and don't love the colours together. Look forward to seeing the new uniforms!

# Summary Survey 1 (Q1)



Respondents - 177 (largest survey response)

- Q1: **What do you like?** - 172 responded, 5 chose not to answer
  - Versatility (60%) and Colours (58%) most liked
  - Availability of second hand items (28%)
    - Summer dress (7)
    - Easy care and no ironing (6)
- Other views - traditional aspect, comfort, bright and safe, mix and match options, green and gold colours, Y6 shirt options?



# Summary Survey 1 (Q2)



Respondents - 133

- **Q2: What do you dislike?** - 86 responded, 47 chose not to answer
  - Stains and cleaning (60%)
  - Don't dislike anything (15)
  - Fit (9)

- **Other views** - sizing issues (too long, too short, too baggy), too casual, tunics outdated, poor fabrics, poor quality, not unisex



# Student Data

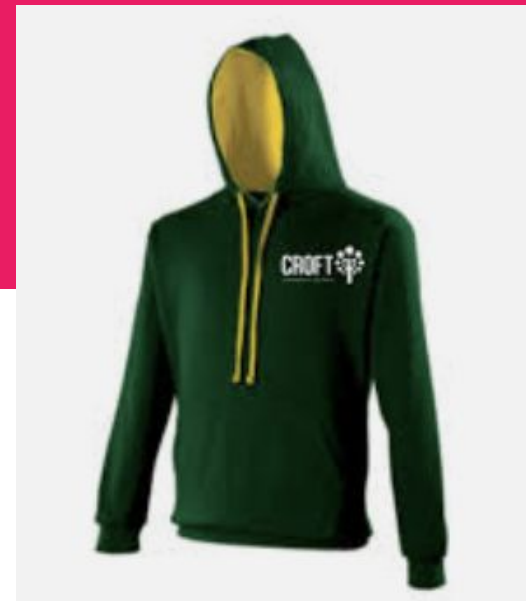


Respondents - 664 (57 students absent 9.9.2022)

- Q1: Do you like our totems? K-2 97%, Y3-4 99%, Y5-6 80%
  - Q2: Do you like the coloured sports shirts? K-2 95%, Y3-4 94%, Y5-6 70%
  - Q3: Preferred uniform (opt 1,2 3) ? K-6 opt 1, new items preferred
  - Q4: Existing hat or bucket hat? K-2 50%, Y3-4 79%, Y5-6 70%
- 
- What will happen to the Year 6 shirt? New options to be considered (shirt, bomber jacket, hoody), with further discussion next term
  - What will happen to the cap? Still an option, further discussion next term



# Cammeray PS - Y6 ideas





# Consultation

It is important to periodically review our uniform to ensure it reflects community views and benefits from innovation and changes in society:

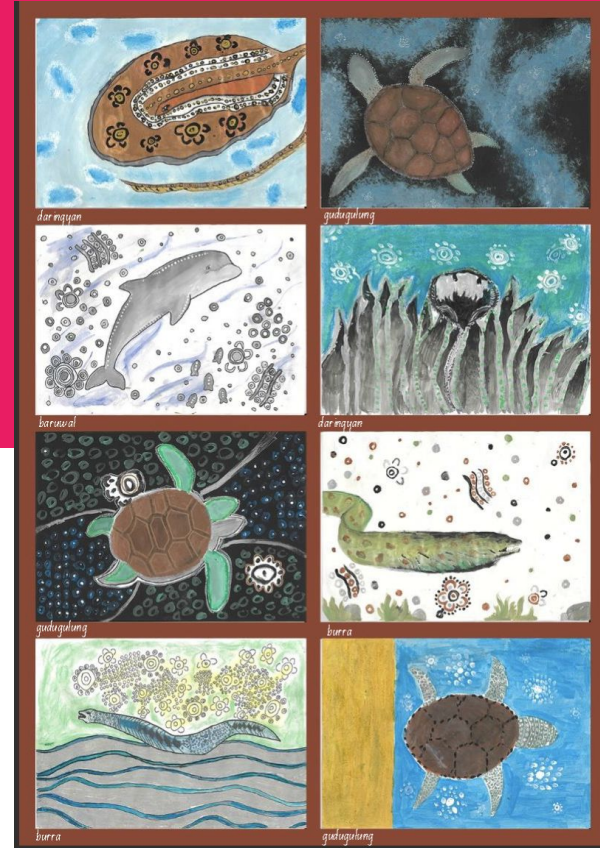
➤ No decision will be made until after **further consultation**

- Survey 1 conducted to initiate discussion and enable **further consultation**
- Sample items provided to promote engagement and enable **further consultation**





# Student Totems



# Student Totems/Sports



Cook - red - stingray

Flinders - blue - dolphin

Tasman - yellow - eel

Wentworth - green - turtle



**CAMMERAY**  
Public School



SUBLIMATED SPORTS POLO  
MICRO-FIBRE SPORTS SHORT  
WITH LOGO





# Cammeray Families Thank you for your feedback





# Cammeray Families Q&A

