

## Uniform Policy

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Approved: June 2019

Revised: January 2020

### **Rationale**

All schools have some form of clothing policy. At WRCA all policy is shaped to maximize our ability to successfully pursue our mission, to inspire and cultivate citizens of Godly character who transform their world for Christ, and to reflect our core values. Accordingly, clothing which best exemplifies the core values of our community is the basis of uniform policy.

### **Be Christ Centred:**

This first and foremost value of WRCA implies that we, as individuals and a community, are to be focused on God, rather than ourselves. Matthew 6:31-34. Applied to clothing, our focus is not to draw attention to ourselves, to our possessions, or to the latest fashion trends. These things are more likely to hinder rather than help the pursuit of our mission. On this basis a uniform is preferred to non-uniform dress, as it seems more likely to limit distraction. Furthermore, the character of Christ is such that any such uniform need not be extravagant, as our Lord, “though he was in the form of God, did not count equality with God a thing to be grasped, but emptied himself by taking the form of a servant”. To follow Christ is to exercise humility. A humble, simple uniform will do.

### **Glorify God Through the Pursuit of Excellence:**

This value combines goal, intent, and method; God’s glory, pursuit, excellence. “Excellence” is not separate from “pursuit” in the connotation of the value; together they convey a sense of intentional discipline, or professionalism. Therefore, dress appropriate to the pursuit of excellence is appropriate. While the constitution of excellence as it applies to a uniform may be open to debate, there is usually some consensus within our cultural context of what constitutes formal versus casual, slovenly versus groomed, dignified versus vulgar. While we are not to be of the world, we are in the world, and our dress conveys meaning both within and without our community. As such, a clothing policy should encourage a sense of order, discipline, intentionality, and professionalism. Whether there is a separate formal component or not, the clothing policy should encourage these attitudes and permit a student to be adequately accoutered for formal and professional occasions, either on or off campus. It also speaks to the manner in which any clothing policy should be exercised. It is insufficient to merely have the correct dress items; a student is expected to exercise care and diligence in the wear and maintenance of their clothing. Colossians 3:23.

### **Honour Passion, Creativity, and Initiative:**

It might be argued that greater variety in dress options would allow for greater personal expression, and thus be more demonstrative of this value. Such a thought is not necessarily well conceived. Passion, creativity and initiative are foremost character qualities, rather than clothing qualities. Luke 12:23. In a school environment, dress is

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more frequently used to “fit in” rather than as a creative outlet or an exercise in initiative. Removing the distinctions of dress that are often used as a means of exclusion or subgroup identification allows students to focus on expressing themselves through their character within the context of a greater, unified community. Galatians 3:28. Proverbs 31:25. A uniform is the better dress option to promote this value.

## **Provide a Holistic Education From a Christian Worldview:**

Holistic implies well-rounded. A dress policy should allow for dress that is functional, allowing for unimpeded study of every discipline included in the curriculum, including the visual arts, athletics, formal presentation, and play. For this reason a uniform designed in consideration of the daily rigors of the WRCA program is likely to be better tailored to such activities than a policy which permits students a wide range of dress options. However, a uniform lacking these considerations, including especially availability for purchase, or wear-ability for students of a variety of body types could fail fundamentally in this respect. A uniform should not be ornamental, but a tool of the education process.

## **Form Resilient and Mature Followers of Christ:**

A basic part of resilience and maturity in discipleship is being willing to be identified as a believer, and as part of a community of believers. Believers are called to be within the world and apart from the world. We are to be distinguishable and distinct, recognizing our responsibility of representing Christ to the world as part of the larger community of faith, the Church. Romans 12:5. The goal of a mature follower of Christ is to glorify God in all that they do, not to build a kingdom of their own identity. **A uniform is a visible reminder of this principle, teaching students to identify themselves as members of a larger community, and much more; as representatives of that community. This responsibility is non-trivial and has implications for how students wear their uniforms, and how they are to conduct themselves when wearing the uniform, and for appropriate discipline for infractions of both.**

## **Summary:**

Dress policy and proposals should be compared on the basis of which option best reflects the core values of WRCA. A simple uniform with minimal variety, well suited to a wide range of educational activities, and sensitive to the comfort and function of a range of body types, is the preferred option on the basis of the core values of WRCA.

## **Guiding Principles Pertaining to Dress Policy:**

### Principle of Comparing Reasonable Alternatives

It is neither efficacious nor prudent to contemplate dress policy options that are impractical or unenforceable. Current policy is considered the baseline of comparison, not theoretical ideals.

### Principle of Appreciating the Cost of Change:

Any proposed policy changes must be well-considered on the basis of the core values, detailed in scope, and address practical considerations including procurement and enforcement. The demonstrable and significant advantage of a new policy over previous policy must outweigh the disruption and confusion that may result from change.

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Policy Statements	Regulations
<p><b>1.</b> The school is responsible for establishing the school uniform.</p>	<p><b>1.1</b> The school ensures that:</p> <ul style="list-style-type: none"> <li>a. Descriptions of the school uniform are published on the school website and in the student/parent handbook;</li> <li>b. Appropriate uniform suppliers are secured.</li> <li>c. An approved uniform item list from approved uniform suppliers will be supplied and updated annually in January.</li> </ul> <p><b>1.2</b> The basic uniform for <b>Junior School students</b> is comprised as follows:</p> <p><b>1.2.1 GIRLS:</b> Official crested navy WRCA polo*, knee length official grey skirt*, bicycle shorts under the skirt, black knee high socks* or black tights (with feet). Official grey pants* with black socks covering the ankles are permitted as an alternative to the grey skirt. All black shoes, including black soles. Sockless leggings &amp; ankle/bootie socks are not permitted. <i><b>Formal uniform: same as above with official grey skirt*.</b></i> <i>Hair accessories may be navy or grey.</i></p> <p><b>1.2.2 BOYS:</b> Official crested navy WRCA polo*, official grey long pants* or official grey shorts*, black crew socks, all black shoes including black soles. <i><b>Formal uniform: same as above with long official grey pants*.</b></i></p> <p><b>1.2.3 Junior Kindergarten:</b> Official crested navy WRCA polo*, WRCA navy hype jacket*, medium grey sweatpants, black socks and all black shoes, including black soles. Leggings and grey denim are not permitted.</p> <p><b>1.3</b> The basic uniform for <b>Senior School students</b> is comprised as follow:</p> <p><b>1.3.1 GIRLS:</b> All white non-branded, collared, button-down, long or short sleeved dress shirt (cotton/cotton blend), official WRCA neck tie*, official knee length grey skirt*, black bicycle shorts under the skirt, black knee high socks* or black tights, all black</p>

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shoes including black soles. Sockless leggings are not permitted. Official grey pants\*, non-branded, unadorned, black leather belt with black socks covering the ankles are an alternative to the grey skirt\*. **Formal uniform is as above, except official grey skirt\* and black tights (with feet) are mandatory. In addition, official crested WRCA navy pullover sweater\* must be worn. Hair accessories may be navy or grey.**

**1.3.2 BOYS:** All white non-branded, collared, button-down, long or short sleeved dress shirt (cotton/cotton blend), official WRCA neck tie\*, official grey pants or official grey shorts\*, non-branded, unadorned, black leather belt with black crew socks, all black shoes including black soles. **Formal uniform is as above, except, official grey long pants\* are mandatory. In addition, official crested WRCA navy pullover sweater\* must be worn.**

**1.3.3** Students may wear the following additional authorized wear with the basic uniform: Official crested WRCA navy pullover sweater\*, and/or WRCA navy hype jacket\*. An all white undershirt can be worn under the white collared shirt for additional warmth.

**1.4** Formal uniform is required for performances, some assemblies and other days as specified by the school.

**1.5** PE uniform for all students is as follows: WRCA grey PE shirt\*, WRCA navy shorts\* or WRCA navy hype pants\*, athletic socks and shoes. WRCA navy hype jacket\* is optional.

**1.6** All \* uniform items must be purchased from an approved WRCA itemized list and from an approved WRCA vendor.

**1.7** All uniform items must have the current logo.

**1.8** When changes are made to the school uniform expectations, parents and students will be given up

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	<p>to 6 months to purchase and comply with uniform expectations.</p> <p><b>1.9</b> Specialized alternative uniform apparel may be permitted subject to approval of the Board of Directors.</p> <p><b>1.8.1</b> This includes but is not limited to: band, choir, athletic teams and WRCA approved clubs.</p> <p><b>1.8.2</b> At no time will these alternative uniform pieces be permitted in place of the basic or formal PE uniform as specified above.</p> <p><b>1.8.3</b> At no time will individual classrooms make ammendments to the uniform policy. The exception would be to allow rain or snow boots during outside activities.</p>
<p><b>2.</b> All students are required to wear the school uniform.</p>	<p><b>2.1</b> Students and parents will sign and return to the school a letter stating their support of the school uniform policy at the beginning of each school year as part of a larger code of conduct agreement.</p> <p><b>2.2</b> All * uniform items must be purchased from an approved vendor and itemized list; similar items purchased from other vendors are not permitted.</p> <p><b>2.3</b> Students will adhere to the expectations in keeping uniforms clean and in good repair. Grey skirts must not be hemmed above the knee. Black knee high socks must be worn properly and not slouched at the ankles. Pant length is not to reveal the sock at rest in standing position. The WRCA neck tie must be properly worn and is not to be hanging loosely.</p> <p><b>2.4</b> Students are expected to wear full uniform during school hours.</p> <p><b>2.5</b> Staff will be required to conduct uniform checks as directed.</p> <p><b>2.6</b> Students not wearing the school uniform properly will be required to purchase a proper uniform item from either the school store or purchase from approved vendor promptly.</p>

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	<p><b>2.7</b> Additionally students not wearing the school uniform correctly will receive the following consequences:</p> <p><b>2.7.1</b> First offence – a warning letter sent home to parents;</p> <p><b>2.7.2</b> Second offence – the student will serve a lunch time detention;</p> <p><b>2.7.3</b> Third offences – the student will serve an after school detention and a meeting with parents and a principal will be required.</p> <p><b>2.7.4</b> Fourth and subsequent offences – will be treated as a behaviour issue and the Discipline Policy 1201 will apply.</p> <p><b>2.8</b> Intentional defiant breaches of the uniform policy at any time will be treated as a fourth offence and the discipline policy 1201 will apply.</p> <p><b>2.9</b> The school will declare some days to be non-uniform or special dress days. Students not fully participating in these days must abide by regular uniform expectations.</p>
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The WRCA Board of Directors, through consultation with school leadership, developed this policy and it was approved by the WRCA Board of Directors. It will be communicated to the school community and made available on the school website. The leadership team will review the policy and the WRCA Board of Directors will approve suggested revisions every two years.