



Iona College

Hair Policy Exemption for Students

Every Ionian is a valued member of the community and has an inherent God-given dignity.

Every Ionian is expected to present and represent the values of the College at all available opportunities.

Since 1958, Iona College has had uniform and haircut guidelines that have served the College well.

We believe that haircuts and uniforms are great tools to use to maintain discipline, reduce distractions, promote camaraderie, and diminish inequalities among students. We also believe that haircuts and uniforms promote a sense of belonging and that Iona is a community that people genuinely feel that sense.

There are, however, exceptional circumstances that at times, create cause for an exemption request on either religious; cultural; medical or other circumstances. This document would look to outline that.

The following wording is currently contained in the College diary and can also be found in the “uniform policy” appendix of the College Student Behaviour Management Policy.

HAIRCUTS AND FACIAL HAIR

Students own the responsibility at Iona College to keep their hair neat, clean and tidy at all times. The following guidelines must be adhered to, otherwise the student will be asked to rectify any issues immediately. A continued pattern of non-compliance will result in a boy being withdrawn from classes or sent home until the student’s hair meets the College expectations.

NB - the College will be the final arbiter on acceptability of haircuts

The expectations for haircuts are:

- Hair must be above the collar at the back, no longer than half ear at the sides with sideburns also no longer than half ear;
- The fringe must remain clear of the eyes and face;
- It is a graded, even cut, no shorter than blade 2. An even cut means that shorter hair at the back and sides must be blended gradually into the longer hair on top; Hair cannot be two distinct lengths. ie., undercut styles are not permitted;
- Layered cuts, use of hair ties and tinting, colouring, streaking etc are NOT permitted;
- Gels are not to be used, as are radical shaping and styling of hair;
- If a fringe is long enough to be tucked behind the ears, it is too long and needs to be cut;
- There are to be no mullet style haircuts. This includes faux or short mullet styles where the fringe and back of the cut is shorter, with the side above and near the ears being shaved.

Facial Hair

Students are to be clean shaven at all times. This includes during Student Exam Blocks. If this standard is not maintained, a student will be required to shave at school, under the direction of their Mentor, Head of House or Year Level Coordinator. A continued pattern of non-compliance will result in the student being given a detention, or in extreme cases, be withdrawn from the College

Consideration

The College intends to retain all of the above standards as a general rule. The following additional information outlines exemptions which may be considered:

- In rare circumstances, an exemption to aspects of the haircut guidelines, can be requested by families with supporting documentation from relevant authorities. Any exemption granted would still carry expectations around presentation and compliance.

Potential examples of each category:

Religious:	There are some religious traditions (eg Sikh) where hair is an integral religious dimension.
Cultural:	There are some cultures where length of hair may be indicative of a process of grief. There are some roles (drama/production) that would require a longer haircut for a specified period of the production.
Medical:	There are some circumstances where the presentation of hair has genuine psychological and medical considerations.
Other:	On a case by case basis, the College is open to respectful dialogue with our families.

Potential Relevant Authorities:

Religious Leader:	An identified religious leader from a religious tradition would be accepted as a relevant authority.
Cultural Leader:	An identified leader from within a cultural tradition would be accepted as a relevant authority.
Cultural Leader:	A producer/director of a production would be accepted as a relevant authority.
Medical Leader:	A medical doctor/psychiatrist/psychologist would be accepted as a relevant authority.
Other Leaders:	On a case by case basis, other leadership would be identified and accepted mutually.

Exemption Process:

The exemption process could happen at any stage of a student's Iona enrolment journey and involves the following processes.

- The completion of an application form to begin the sequence.
- The endorsement of a relevant religious, cultural or medical authority is required as part of the application process.
- For current Iona students, the endorsement of the Dean of Primary or Head House is required prior for consideration by the Dean of Students.
- The Dean of Students would present the completed application to the College Principal and or Rector for approval.
- For prospective students, the application would proceed directly to the Dean of Students and Wellbeing Team who would endorse the application or otherwise, and then forward for an approval decision by the Principal and or Rector.
- The approval process may require face to face meetings in order to understand the particular complexities of each request.
- A decision will be communicated to the applying family in a timely manner once all considerations are taken into account.
- Not every request is guaranteed to be granted.
- If an exemption is granted, relevant communication would be directed through the Head of House to relevant staff.
- If an approved exemption is granted, a student would simply respectfully express that to a staff member who may be questioning the fact that their hair does not conform to the usual expected standard. The staff member will be able to follow up with a Head of House to ensure that the student has accurately conveyed the fact they have an approved exemption.