

1. PURPOSE

This dress code is a written statement of the expectations the School Council holds with regards to student appearance. This code usually applies during school hours, while travelling to and from school and when students are engaged in school activities out of school hours. It requires students to wear a school uniform as detailed in this policy statement.

The purpose of this code is to create a sense of collective and individual pride in students and their identification with the school. It can also be seen as a useful element in a strategy for individual student safety and group security.

The development of, or amendment to this dress code is the responsibility of School Council, in close consultation with its school community.

2. BROAD GUIDELINES

- 2.1** A student dress code must ensure that all requirements enable both sexes to participate actively and safely in school life.
- 2.2** School Councils cannot discriminate, either directly or indirectly, against students on the basis of their sex, race, ethnic group, nationality, religious beliefs, marital status, colour or disability.
- 2.3** Discrimination will be avoided by making rules that apply uniformly to all students regardless of sex. In particular, where options are available, they should be available to both boys and girls.
- 2.4** Indirect discrimination on students of different backgrounds should be avoided through the use of the exemption process.
- 2.5** The written requirements of this student dress code policy take precedence over a student's individual preference in matters of dress. Consequently, in setting student dress code policy, the School Council will consider the following criteria:
 - does it respect the cultural norms of the school community.
 - is it reasonable by contemporary standards and does it avoid unnecessarily intruding on a student's rights in matters of personal appearance.
 - is it suitable to the role of being a student and to the tasks and functions performed in that role.
 - have appropriate health and safety considerations been considered.
 - are any gender specific requirements of the code in accordance with community standards.
 - does it make some provision for individual expression through alternatives within overall garment requirements.

- has it been made clear to parents and children prior to enrolment, thereby providing a basis of assent.
- is it able to be met by all students. The range a choice of specified garments, their cost and availability must reflect the capacity of parents to provide them.
- will it be reviewed when circumstances change significantly.

3. THE HAMILTON NORTH PRIMARY SCHOOL STUDENT DRESS CODE IS AS FOLLOWS:

Jade polo top - short sleeves
 Navy and white check cotton dress
 Navy gabardine pinafore (Prep – 2)
 Navy gabardine skirt (grades 3 – 6)
 Navy windcheater
 Navy/Jade rugby top (optional)
 Navy trackpants
 Navy rugby shorts
 Navy skivvy
 Navy socks/white socks/navy stockings
 Black shoes (preferred)
 Navy bucket hat (compulsory T1 & T4)
 Navy beanie (optional)
 Navy coat (optional)
 Navy vest (optional)
 Navy school bag (optional)
 Hair accessories such as ribbons and hair bands need to match school colours and be of a sensible size for wearing at school.

Sport:
 Jade polo top
 Navy rugby shorts
 Navy socks/white socks
 Runners
 House polo top (Red or Yellow)

No branding is included on the school uniform items to keep costs to families to a minimum. The only exceptions to this are the navy/jade rugby jumper, which has the school's initials embroidered on it, and the Grade 6 polo top, which is a specially arranged printed item and includes the school's branding, year and student names.

- 3.1** The student dress code is enforced to the extent that children not in school uniform will be excluded from any activity away from the school that requires the wearing of a school uniform.
 Any other disciplinary measures used to enforce the student dress code should be consistent with the school's Student Code of Conduct.
- 3.2** Information about the student dress code, including any changes in dress requirements will be communicated widely throughout the school

community. All prospective students and parents should be notified of the dress code requirements prior to enrolment at the school.

- 3.4** This dress code provides for review and amendment, if necessary, to reflect emerging safety issues or significant changes within the school community. When changes are proposed to the dress code, the School Council should:
- Communicate widely the procedure to be used for consultation and decision making.
 - Publish details of the implementation strategy and timeline when a new or amended dress code is to be implemented.
 - Devise means of acknowledging any significant financial costs to parents that may be brought about through changes in the dress code.

4. BASIS OF DISCRETION

- 4.1** A process for exemptions is required to ensure that the school council is able to comply with its obligations under equal opportunity laws. Allowing for exemptions means that the School Council can impose uniform standards across all students, but still recognise cases in which the application of those standards affect some students unequally.
- 4.2** Grounds of exemption will be provided where:
- an aspect of the code offends a religious belief held by the student and/or parents.
 - an aspect of the code prevents the student from complying with a requirement of his/her ethnic or cultural background.
 - an aspect of the code prevents students with disabilities from being able to attend school or participate in school activities the same as other students.
 - the student has a particular health condition that requires an aspect of that code to be departed from.
 - The student or the parents can demonstrate particular economic hardship that prevents them from complying with the code.
- 4.3** The operational tasks of granting exemptions on the basis of the grounds stated in the dress code and the administrative decisions associated with enforcement of the dress code, belong to the management role of the principal. There are frequently issues of a very personal nature (health, domestic, financial, racial) which need to be revealed to substantiate the request for exemption and strict confidentiality must be able to be guaranteed.
- 4.4** The principal will consider what kind of exemption is required. In some cases, a slight modification of the dress requirements may be all that is needed, rather than a complete exemption. When considering whether an exemption on the grounds of economic hardship should be made, the principal will need to decide whether or not to grant financial or other assistance to the parent(s) to enable the student to comply with the dress code without stigma or undue embarrassment. This may be

appropriate if the School Council wishes to maintain a sense of school identify rather than grant an exemption.

- 4.5** A summary report of the applications for exemption and the decisions made should be made at the following School Council meeting. A written record of the decision on the applications and the reasons for the decision should be kept in case the decision is questioned subsequently.

5. IMPLEMENTATION

Parents are encouraged to support the Student Dress Code by ensuring their children dress appropriately when attending school and school functions.

- The Dress code applies during school hours, while travelling to and from school, and when students are on excursions.
- Stud earrings and sleepers worn in the ears and watches are the only acceptable jewellery.
- Extreme hair colours (eg. Green, pink or purple rinses) and/or extreme hairstyles (eg spikes or mohawks) are not permitted.
- Cosmetics may not be worn at school. Clear or pale coloured nail polish may be worn.
- The only acceptable headwear that may be worn are navy bucket hats (in line with the school's Sunsmart Policy) and navy beanies during the colder months. Hats are not to be worn inside.
- The student Dress code, including details of uniform items and uniform purchasing arrangements, will be published in the newsletter at the start of each year.
- School Council required the Principal to be responsible for implementation of the Dress Code in a manner consistent with other relevant school policies
- Information about State School's Relief will be available at the office for families experiencing economic hardship.
- Uniform is available for purchase from the school. Uniform is purchased on an 'order only' basis, and order forms for new school uniform will be sent out with the newsletter twice a term. Payment can be made either when ordering or upon collection. Payment may be made by cash, cheque, EFTPOS or direct deposit. Uniform will not be distributed without receipt of payment.

This policy was last ratified by School Council in March 2018
