



## **UNIFORM/DRESS CODE POLICY**

### **PLEASE NOTE**

School Councils must develop and review their student dress code in accordance with the Department's Student Dress Code policy guidance on the School Policy and Advisory Guide, available at the following link:

<https://www.education.vic.gov.au/school/principals/spag/management/pages/dresscode.aspx>

This will include ensuring the student dress code meets human rights and anti-discrimination requirements, includes exemption processes and addresses health and safety considerations.

School Councils will also need to ensure they have properly consulted with the school community in developing/reviewing this student dress code. Guidance on consultation processes is available on the School Policy and Advisory Page here:

<https://www.education.vic.gov.au/school/principals/spag/management/Pages/developing.aspx>

Dress codes with gender specific requirements are not necessarily discriminatory under the law, unless one gender is treated less favourably than the other because of the dress code. However, Department policy requires schools and School Councils to develop, as far as practicable, dress code requirements that are similar for both sexes. Where options are available, they should be available to all students. In particular, all schools must allow girls the option of pants and shorts in their dress code.

Schools and School Councils should also consider whether or not cultural or religious headwear can be included as part of the ordinary school uniform, to avoid the need for students having to apply for an exemption in order to wear these items.

### **PURPOSE**

The purpose of the Student Dress Code is to outline the school's requirements for student dress and appearance and to provide information about uniform purchase and support, dress code implementation and exemption processes.

This dress code has been developed by Ivanhoe Primary School Council in close consultation with our school community to ensure that it respects the rights of individual students whilst reflecting the values and interests of our community.

The Student Dress Code aims to:

- foster a sense of community and belonging and encourages students to develop pride in their appearance
- support the school's commitment to ensuring that our students feel equal and are dressed safely and appropriately for school activities.
- reduce student competition on the basis of clothing
- enhance the profile and identity of the school and its students within the wider community.

The School Council has developed a dress code that we believe provides a range of choices for students and is cost effective for families.

## SCOPE

Students are expected to comply with this Student Dress Code while traveling to and from school, during school hours and when attending school activities.

## UNIFORM AND APPEARANCE

Uniform items and appearance requirements meet human rights and anti-discrimination requirements as well as health and safety considerations.

The full list of the school's compulsory school uniform items are available at the general office.

### **General appearance**

While at school, travelling to or from school or participating in school activities, all students must comply with the following:

- Uniforms must be clean and in good repair
- Uniforms must be clearly marked with the owner's name
- Additional layers of clothing may be worn underneath the uniform for added warmth.

### **Jewellery and cosmetics**

Students are not permitted to wear decorative jewellery to school. Stud earrings and sleepers worn in the ears, and watches, are the only acceptable jewellery.

Cosmetics may not be worn at school. Only clear nail polish is permitted.

### **Hair and sun safety**

Shoulder length or longer hair is to be tied back to help restrict the spread of nits and lice and for student safety.

School uniform hats must be worn outside from September (exact date to be set by the school annually) to 30 April and on any other day prescribed by the school. School uniform hats may also be worn outside of this time period, by parent/carer or student choice.

Hats are not to be worn inside.

Students are encouraged to wear sunglasses during outdoor activities. Sunglasses should be close-fitting, wrap-around that meet the Australian Standards 1067 and cover as much of the eye area as possible.

## PURCHASE OF UNIFORMS

Uniform items can be purchased from Noone Image Wear in East Ivanhoe.

The school also operates a second-hand uniform store for parents. *Keys are available from the office to access these items.*

### **Support for families experiencing difficulty**

Please contact the Principal or [insert other staff member] to discuss support that we may be able to provide to families experiencing difficulty meeting uniform costs, including information about eligibility for uniform support through State Schools' Relief. Further information about State Schools' Relief is also available on their website: <https://www.ssr.net.au/>

## IMPLEMENTATION

The school will ensure that this Student Dress Code is communicated to all families and students through our website, Welcome Booklet (Foundation), school induction information packs and school handbook. We will assist students who may be experiencing difficulties complying with this policy where possible.

Students wearing non-compliant uniform items may be asked to change into a compliant item of clothing provided by the school.

If a student is out of school uniform or otherwise breaches the Student Dress Code on a recurring basis, a note will be provided to the student and parents/carers by the Principal/Assistant Principal. If non-compliance with the dress code becomes a continued occurrence, the Principal will be informed and a phone call home may be required. In this event, the school will continue to work with the student and family to support compliance.

Measures taken by the school to address concerns about student non-compliance with the Student Dress Code will also be addressed in accordance with our Student Wellbeing and Engagement Policy.

## EXEMPTIONS TO STUDENT DRESS CODE

We recognise that there may be situations where the application of this dress code may affect students unequally.

Students and their parents/carers may apply either in writing or in person to the Principal for an exemption to this Student Dress Code if:

- an aspect of this code prevents the student from complying with a requirement of their religious, ethnic or cultural beliefs or background
- the student has a particular disability or health condition that requires a departure from the dress code
- the student or their parents/carers can demonstrate particular economic hardship that prevents them from complying with the dress code.

When the Principal receives a request for an exemption, she/he will:

- consider the grounds for the exemption request
- explain the process to the student and/or their parents/carers
- encourage the student and/or their parents/carers to support their application with evidence.

The Principal or delegate will then try to negotiate a resolution that is acceptable to all parties. If an exemption is not allowed, then written reasons will be provided to the student and/or their parents/carers.

## CONCERNS ABOUT THIS STUDENT DRESS CODE

We welcome feedback from the school community in relation to this Student Dress Code. If you have a concern or complaint about the Student Dress Code, further information about raising a concern or complaint is available in our school's *Complaints Policy*, available on the website or in hard copy from the general office.

## FURTHER INFORMATION AND RESOURCES

Department of Education and Training [Student Dress Code](#)

Department of Education and Training [Student Engagement policies and guidelines](#).

[www.education.vic.gov.au/school/principals/spag/Management/Pages/dresscode.aspx](http://www.education.vic.gov.au/school/principals/spag/Management/Pages/dresscode.aspx)

Please refer also to the *SunSmart Policy*, the *Inclusion and Diversity Policy*, the *Head Lice Management Policy*, *Parent Payments Policy*, *Support for Families Experiencing Hardship Policy* and the *Complaints Policy*.

## REVIEW CYCLE

This policy, first developed in this format in March 2020, will be reviewed annually or if guidelines change (latest DET A-Z Index update late October 2019). Template available May 2019.

Not a mandatory policy but as it exists,

School Council Approval Required

This policy was ratified on July 29, 2021

NOTE 1: The Department's Student Dress Code policy requires School Councils to decide annually whether or not amendments or a full review of the dress code is required.

NOTE 2: School Councils have the authority to develop and implement a Student Dress Code should they so choose but it is not mandatory to do so. School Councils must consult with the school community when developing or reviewing the dress code.