

Geham State School Student Dress Code

In accordance with section 360 of the *Education (General Provisions) Act 2006* (Qld), a principal may develop a student dress code that will apply when students are attending, or representing, the school. When developing a dress code, the principal must ensure it is compliant with guidelines, as described in this procedure.

Our dress code and uniform policy clearly explains and documents standards of acceptable dress in relation to clothing worn by students, including headwear, footwear, and other aspects of personal presentation.

Our school dress code and uniform policy:

- was developed in consultation with the school community and endorsed by our P and C Association. The 2018 review of our policy is in response to the revised Department of Education student dress code policy. Our updated policy includes amendments that align with the recently revised DOE policy;
- is consistent with health and safety considerations;
- complies with anti-discrimination legislation;
- considers affordability, functionality and durability of uniform items;
- provides uniform options, including shorts and pants, in all uniform categories for all students, regardless of gender.

Why do students wear a uniform?

- establishes a culture of school pride, a positive learning environment and high expectations;
- promotes a positive image within the community with an identifiable uniform that is smart, tidy and worn appropriately;
- addresses health and safety policies by ensuring students are wearing appropriate footwear and sun-safe clothing;
- school uniforms promote social equality among students because they diminish socioeconomic differences by reducing peer pressure associated with expensive 'brand' clothing;
- improves student safety by enabling staff to identify people within the school grounds who are not associated with the school.

RESPONSIBILITIES

Principals

- Consult with students, school staff, parents and the Parents and Citizens' (P&C) Association when developing and reviewing the school's dress code.
- Approve the dress code and/or amendments to the dress code.
- Ensure the dress code:
 - states its purpose and acceptable standards of dress and student personal presentation
 - complies with relevant legislation and departmental policies
 - is inclusive of students from diverse backgrounds and circumstances
 - outlines the rights and responsibilities of parents, students and the school
 - is flexible and allows the right of choice (including choice of shorts and pants) for all students by clothing type
 - is practical and provides all students with equal access to the full range of school activities
 - is responsive to individual abilities and needs (e.g. through provision for modifications or exemptions under certain circumstances)
 - includes criteria and processes for granting and managing exemptions
 - considers affordability of uniform items and includes strategies to reduce costs and/or support families in financial need
 - includes strategies to positively reinforce compliance
 - includes strategies to manage non-compliance that are not contrary to student wellbeing or academic outcomes
 - includes strategies for resolution of dress code issues.

- Comply with the Purchasing and procurement procedure when engaging a school uniform supplier.
- Ensure that the school possesses the intellectual property rights to deal with the school logo.
- Licence the school logo to manufacturers to reproduce the school logo for manufacturing school uniforms, and maintain all licences on record.
- Communicate dress code requirements to the school community, ensuring it is published on the school's website and readily available on request.
- Ensure the dress code is communicated clearly to students and parents prior to enrolment, as part of the enrolment agreement, providing a basis for parent agreement.
- Enforce the dress code fairly and equitably.
- Determine, document and inform parents and students of reasons for dress code exemption decisions.
- Monitor issues and review the dress code periodically.

P&C

- Support and engage in consultation led by the principal, giving advice and recommendations regarding the school's dress code.
- Direct parents to the principal to discuss any individual issues regarding the dress code.
- Support the school to resolve issues regarding the school's dress code.

Parents

- Commit to supporting the dress code as part of the enrolment agreement.
- Support the student to adhere to the dress code.
- Request short or long-term modifications or exemptions to the dress code in writing, providing reasons for request.
- Work with the school to resolve issues regarding student compliance with the school's dress code.
- Engage in consultation processes about the dress code.

RECOGNITION AND REINFORCEMENT

Following the school uniform code forms part of our school values 'Be committed' and is explicitly stated as 'Follow the uniform code', in our school's Behaviour Expectations Matrix.

Recognition for following the code may include:

- positive comments
- Geham Gems
- Principal's class award

AVAILABLE SUPPORT TO ENSURE COMPLIANCE

Geham State School will provide support as follows:

- uniform clothing pool of second hand uniform items for donation to families;
- school clothing pool for loan and replacing inappropriate clothing items.

NON-COMPLIANCE WITH STUDENT DRESS CODE AND UNIFORM POLICY

Parents are encouraged to contact the school to seek support for their child to follow the student dress and uniform code when needed.

- Parents seeking short or long term exemptions are to submit a written request stating the reason for the exemption and the length of time required.
- Parents will be contacted to discuss the exemption and outcomes of request. The 'resolving student dress code issues' checklist will be consulted as a decision making guide.

Response to noncompliance may include:

- Removal of inappropriate items of jewellery or accessories.
- Removal of inappropriate nail polish and make up.
- Preventing the student from attending, or participating in, any non-essential activity for which the student would have been representing the school.
- Preventing the student from attending, or participating in, any school activity that, in the reasonable opinion of the school principal, is not part of the essential educational program of the school.
- Time-out of playground for the student for persistent noncompliance.

Non-compliance Procedure:

Students unable to wear an item of the correct uniform must comply with the following procedures:

- Report to their teacher who will consult the principal.
- Provide a note from home explaining the uniform breach, requesting an exemption for the period for which this will exist.
- Where possible, exchange the incorrect uniform item for the correct uniform item. The student's own item of clothing will be held until the exchanged article is returned at the end of the school day.
- If the uniform item is unavailable, and the student's dress is deemed appropriate, the student will be issued with a slip indicating that they have followed procedures.
- Display the note on request.
- The student may also be issued with one of the sanctions as outlined above in the *Education (General Provisions) Section 362*.

Criteria for Considering Exemption Requests:

The following will be considered in determining the outcome of requests:

- Reason for exemption.
- Length of time requested for exemption.
- Other factors identified by parents/carers.
- Anti-discrimination and Human Rights legislation.

REVIEWING THE STUDENT DRESS CODE AND POLICY

The policy will be reviewed intermittently to respond to changes in legislation and EGP Act or when needed as identified by the principal and P and C Association.

RELEVANT AND SUPPORTING DOCUMENTS AND POLICIES

Inclusive Education Statement

Respecting and valuing diversity

All students and families feel, and are, welcome, respected, included and safe at our state schools. We embrace, and make visible, diversity as a strength and support respectful relationships within the school community and between students. We address the different barriers experienced by students and develop strategies and plans to support inclusive education for our diverse student population.

Legislation

- *Anti-Discrimination Act 1991* (Qld) Chapter 2, Part 1-3, Part 4 Division 3-4, Part 4 Division 10, Part 5
- *Disability Discrimination Act 1992* (Cwlth) Part 1, Part 2 Division 2, Part 2 Division 5
- *Education (General Provisions) Act 2006* (Qld) Chapter 12, Part 9 ss.360-363
- *Racial Discrimination Act 1975* (Cwlth) Part II s.9
- *Sex Discrimination Act 1984* (Cwlth) Part I, Part II Division 2, Part II Division 4
- *Work Health and Safety Act 2011* (Qld)

Related policies

- Inclusive education
- Diversity in Queensland schools – Information for principals

“A school uniform option should be available that can be worn by students of any gender.”

Related procedures

- Customer complaints management
- Managing risks in school curriculum activities
- Purchasing and procurement
- Safe, supportive and disciplined school environment

Guidelines

- Developing a sun safety strategy

Supporting information

- Checklist – developing, reviewing and implementing a student dress code
- Checklist – resolving student dress code issues
- Enrolment agreement

GEHAM STATE SCHOOL DRESS CODE AND UNIFORM DESCRIPTION

BOYS UNIFORM

- School polo shirt OR
- Plain bottle green polo shirt. Sleeves should be at least elbow length. Students may wear a long sleeve option.
- Plain bottle green, shorts of modest length, mid-thigh or lower



GIRLS UNIFORM

- School dress OR
- School polo shirt OR
- Plain bottle green polo shirt. Sleeves should be at least elbow length. Students may wear a long sleeve option.
- Plain bottle green, shorts or skirt of modest length, mid-thigh or lower



WINTER OPTION

Girls & Boys

- School jumper or school spray jacket **OR**
- Plain bottle green jumper or jacket (No logos or colourful designs).
- Plain bottle green track pants. (Girls may wear plain bottle green tights under their shorts, skirt or skirt.)
- Plain bottle green scarf.



SHOES AND SOCKS

Girls & Boys

- Plain bottle green, black or white socks.
- Plain school shoes/joggers.
- Plain, dark or white shoelaces only.
- **Prep:** Velcro joggers with a grip sole are required for Prep footwear.

It is imperative that children wear shoes that they are able to manage themselves. (Lace up shoes create a problem for staff. A significant amount of time can be lost helping children manage these at the expense of quality teaching time.)

Appropriate footwear



Inappropriate footwear



HATS

Broad brimmed hats are compulsory and in line with our Sunsafe Policy.

- School bucket hats: bottle green with school emblem embroidered on one side (available through the Uniform Shop)
- Bottle green full-brimmed safety hat with quick release mechanism on drawcord for child's safety.



HAIR

- Hair must be tidy and pulled away from the face.
- Long hair (shoulder length or longer) must be pulled back and secured into ponytails.
- Headwear and head coverings (for religious or cultural reasons) in plain school colours bottle green, gold, white or black.
- Pins, ribbons and clips (bottle green, gold or white) may be used to control long hair however outlandish accessories including, oversized bows and bandanas are not allowed.
- Hair must be a natural hair colour.
- Extreme hair styles (e.g. Mohawk) are not permitted.



JEWELLERY & MAKE-UP

- Students are not permitted to wear make-up.
- Jewellery expectations are:
 - one pair of discreet, small and inconspicuous plain studs or sleepers worn in the lower ear lobes only (one in each ear);
 - a watch;
 - items required for identification of medical conditions;
 - religious or cultural necklaces may be worn out of sight with permission from the school administration;
 - no visible facial or body piercings;
 - no other accessories are to be worn.

***Note:** Any item of approved jewellery may still be required to be removed in subjects or activities for safety reasons under Workplace Health and Safety legislation.



SWIM SHIRT

Swim shirts (rash vests) must be worn by Prep-Year 6 students during all water based activities including swimming lessons. Colour is optional, but you may wish to consider school colours when purchasing a new swim shirt.

FREE DRESS DAYS

Students must wear clothes that are modest and appropriate to our school context and follow sun safety guidelines e.g. shirts with sleeves.

It is not appropriate for students to wear items with:

- Logos endorsing alcohol, cigarettes or inappropriate items;
- inappropriate slogans or words;
- shoe string straps/ tops with midriff displayed;
- short skirts or shorts (must be mid-thigh or longer);

Students breaching 'free dress' policy will be required to replace the inappropriate item of clothing from the school uniform clothing pool or parents will be contacted to provide an appropriate replacement.