

# Helidon State School



## Uniform and Dress Code Policy

### Introduction

As part of Helidon State School's commitment to providing a safe and supportive learning environment for all members of its community, the school has adopted a *Uniform and Dress Code Policy* [hereafter referred to as *the/this policy*] for students which reflects the school community standards and balances the rights of individual students with the best interests of the whole school community. The school uniform is viewed as integral in encouraging a sense of self-esteem, belonging and self-discipline in our students, and helps prepare them for future workplace requirements.

The P&C run a uniform shop from the 'Service Room' upstairs adjacent to the school's Administration Office. Operational times are announced from time-to-time in the school communications.

### Expectations of Helidon State School Students

In accordance with this policy, students are to wear the school uniform or sports uniform when attending school, whilst travelling to and from school, or when engaging in approved off-campus school activities. Students are to wear the uniform for all formal occasions such as excursions, public appearances, awards nights, school photos or other school functions as specified.

Consistent with this policy, students are required to present at school in a neat and tidy manner at all times. By adhering to the policy our students continue to promote a positive image of the school to our local community and demonstrate that the school has high expectations of its students.

Certain health and safety factors as required Curriculum Activity Risk Assessments (CARAs), Workplace Health and Safety (WH&S), and public health directives and advice require students to adhere to this policy at all times.

Whilst this policy seeks to assist students and parents by identifying requirements and expectations for as many uniform and appearance items as possible, it should be noted that where a student's appearance and/or uniform may not be in keeping with the spirit of this policy and the school and communities values and expectations, a conflict resolution/mediation process involving the student, parent/caregiver and Principal may occur (if deemed necessary a P & C Representative may be involved). The school's [Customer complaints procedure](#) should be followed if parents have any complaints regarding the development and/or implementation of this policy.

This policy is endorsed by the Local Consultative Committee (on behalf of all staff), the P&C (on behalf of all parents), and the Student Council (on behalf of all students). The policy is approved by the Principal.

### Uniform and appearance expectations

- Students are required to wear the correct uniform at school as outlined in the *Minimum uniform requirements* (page 3).
- A hat and suitable footwear are to be worn at all times when outside. The rule **no hat, no shoes, no play** applies without exception.
- Prior to the commencement of the school day any student out of uniform is required to report to his/her teacher. If the student has a note from the parent/caregiver that outlines a *reasonable* excuse for not wearing their uniform the teacher *may* excuse a temporary inability to comply with the policy. The teacher may consult the Principal if they are unsure. The school may contact the parent if a reasonable excuse has not been provided.
- In most circumstances students *may* be offered appropriate items from the bank of spare uniforms held at the School for this purpose, if these are available in the student's size.

### Free dress and non-uniform days and events

The Principal may, from time-to-time authorise activities/events where students are not required to wear school uniform. These include activities/events such as camps, some excursions, free-dress days, reward days, etc. The Principal will communicate the specific dress requirements and restrictions to parents.

## Compliance with the policy

Students who consistently follow this policy will receive regular recognition as per the Positive Behaviours for Learning (PBL) processes.

If a student does not comply with this policy, the department's *Student dress code procedure* fully supports the Principal or nominees in the following actions which are part of our Helidon State School Student Code of Conduct and PBL routines and expectations. **Consequences may include:**

- ✘ Non-compliance may be responded to by the class teacher as per the PBL procedures.
- ✘ Student attendance or participation in school activities which are not essential to core learning such as Rewards Days may be limited at the discretion of the Principal.
- ✘ Student attendance or participation in activities that represent the school such as interschool sports and community commemorations may be limited at the discretion of the Principal.
- ✘ Students who do not comply with this policy will not be eligible for an elected student leadership position.
- ✘ Non-compliance with this policy may breach CARA and WH&S obligations and official health directives/advice resulting in the Principal requiring a non-compliant student to be withdrawn from some activities for their own health and safety. Activities may be curriculum or non-curriculum activities and may include but is not limited to some sporting activities and games, all science investigations/experiments, some art activities, all cooking and food preparation.
- ✘ The Principal may consult with staff and/or parents of a non-compliant students to develop a reasonable individualised consequence.

Parents may be contacted by the class teacher and/or the Principal if repeated non-compliance occurs:

1. Verbal reminder to student to comply with the policy.
2. If repeated non-compliance with the policy ensues, a *minor* behaviour may be recorded in One School against the student for *non-compliance with reasonable directions by a staff member*, and a E-flash or email sent home to parent requesting issue be rectified.
3. If non-compliance continues, a phone call or meeting will be requested with the parent by the class teacher and/or the Principal to discuss the non-compliance and to discuss a remedy.
4. If non-compliance persists, consequences as stated above may be implemented by the Principal.

## Exemptions

Grounds for an exemption or a reasonable adjustment will be considered on a case-by-case basis by the Principal. Parents are to discuss these with the Principal. Exemptions may be granted in circumstances that may include:

- Students whose **diagnosed** disability prevents their ability to conform to the policy. Reasonable adjustments will be made and documented for these students.
- Students' whose families have legitimate religious or cultural grounds for seeking an exemption. Reasonable adjustments will be made and documented for these students.
- Families experiencing genuine hardship may contact the Principal to make arrangements for the loan of clothing for a limited period. Support to purchase uniform items may be provided by the P&C or outside support providers.
- Newly enrolled students may wear the uniform of their previous school for up to a period of one week after enrolling.
- Any other reasonable grounds for non-compliance can be presented by the parent/s of a child.
- A student choosing to not comply or a parent allowing their student to make their own choice to comply or not is not grounds for exemption and will not be approved by the Principal. Consequences for non-compliance as previously stated may be applied.

## Minimum uniform requirements

Uniform item	Expectation
<b>School shirt</b>	Sax blue polo shirt with bordered collar and embroidered badge.
<b>Unisex shorts Netball skirts Skorts</b>	All styles are acceptable in maroon.
<b>Jumper/jacket Long pants Tights/stockings</b>	Maroon long sleeve pullover – single colour Maroon long pants (track pants are the most common type) Maroon tights/stockings
<b>Hat</b>	Maroon 'sun-safe' broad-brimmed, bucket hat or 'legionnaire' style hats are acceptable Caps (baseball, trucker, etc) are to be left at home.
Other items	Expectation
<b>Shoes and socks</b>	Shoes are to be fully enclosed and tied up with laces or Velcro. Slip-on, high heels, thongs and sandals are not suitable or safe. Socks should be black or white, or a neutral colour (eg brown or grey) if necessary. Brightly coloured socks are to be left at home. The Principal may approve the wearing of open toed footwear such as sandals, Crocs or thongs may be worn to water-based activities such as swimming lessons and carnivals, or if a medical certificate/letter is produced requiring them to wear these kinds of footwear.
<b>Jewellery</b>	Students of all genders are permitted to wear: <ul style="list-style-type: none"> <li>• A simple wrist watch for telling the time only.</li> <li>• So-called 'smart watches' may be worn to tell the time. All other functionalities are to be locked from 8:30am to 3:00pm. See 'Electronic devices procedure' for more information.</li> <li>• A single pair of small stud earrings <i>or</i> sleepers (no more than 1cm in diameter) in ears. Multiple ear and any visible facial piercings are not suitable.</li> <li>• A single necklace/pendant and a single bracelet which have a health, cultural or religious significance may be worn. Necklaces/pendants are to be tucked under the shirt.</li> </ul> <p>Students may be asked to temporarily remove <i>some or all jewellery</i> for some activities that require CARA and WH&amp;S compliance.</p> <p>All jewellery worn to school is the sole responsibility of the student and not the school.</p>
<b>Hair</b>	These are requirements for students of all genders. All hair styles are acceptable subject to the requirements below: <ul style="list-style-type: none"> <li>• Hair longer than shoulder length is to be secured with hair ties or strong hair pins. Half-up, half-down hair styles are unsuitable. Long hair that is not tied up may present a WH&amp;S and health risk in some circumstances.</li> <li>• Hair clips, ties, 'scrunchies', etc should be blue maroon, black or white. Students may wear these accessories in their sporting house colour for carnivals.</li> <li>• Accessories such as hair extensions and coloured braids are not suitable for school.</li> <li>• Brightly coloured hair dyes and sprays are not suitable. The exception is on sports days when house colours can be worn, or events such as 'crazy hair day'. In these cases, all reasonable attempts are to be made to thoroughly wash the colour out ready for the next school day.</li> </ul>
<b>Makeup, nail polish and body art</b>	<ul style="list-style-type: none"> <li>• Makeup is not to be worn at school. After consulting with parents and seeking their consent, students who wear makeup will be offered wet-wipes (or similar) to remove their own makeup.</li> <li>• Nail polish and false nails are not to be worn to school. Parents will be notified and the expectation is that it will be removed for the next school day.</li> <li>• Body art such as permanent or temporary tattoos are not to be visible while at school. Long sleeves and pants may be required to cover up any visible body art.</li> <li>• Make-up, nail accessories and body art may be an unnecessary distraction to student concentration.</li> </ul>
<b>Special occasions that have the consent of the Principal</b>	<p><b>Sporting carnivals</b> – students may wear sporting house coloured clothing to sports carnivals.</p> <p><b>Sports activities</b> – some sports require a team uniform and sport-specific safety equipment and dress requirements which will be provided by the school unless otherwise requested. Non-compliance may result in students not be able to participate.</p> <p><b>Free Dress</b> – the Principal may approve this from time-to-time and communicate with parents reasonable expectations regarding this.</p> <p><b>Swimming caps</b> – may be required for school swimming lessons and carnivals.</p>
<b>Protective equipment</b>	<p><b>Bike helmets</b> – students are to wear a correctly fitting bike helmet that meets current Australian safety standards when riding their bike to and from school. After one warning for not wearing a helmet, the Principal may call the parent and request the student and their bike be picked up from school.</p> <p><b>Personal Protective Equipment</b> – some curriculum activities require personal protective equipment (PPE) and dress standards to be adhered to if students are to participate. Unless requested the school will supply these.</p>

These minimum requirements may be adjusted from time to time through a consultative process.

## Policy rationale

### **Legislative and policy underpinning**

This policy has been developed in accordance with the Education (General Provisions) Act 2006 (Sections 360-363) ["The Act"], the Qld Department of Education *Student dress code procedure*, Sun Safe Strategy, and The Queensland Human Rights Act (2019) in relation to implementing student dress codes in Queensland State Schools. This policy explains and documents the standards of acceptable dress at Helidon State School.

A copy of the policy is provided to parents at the time of enrolment as part of the enrolment process and is available in electronic form on the school's website.

The policy was developed in consultation with staff parents and students (see below for details of this process). It is endorsed by the school Parents and Citizens Association on behalf of all parents, the Local Consultative Committee on behalf of all staff, and the Student Council on behalf of all students. This policy is approved by the Principal and came into effect on after it has been endorsed by the P&V and approved by the principal. It will be reviewed in 2026.

### **The Qld Department of Education's *Student dress code procedure* states the following:**

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.

A dress code provides guidance to the school community on the agreed uniform and standards for student personal presentation. The purpose of a dress code is to:

- ✓ promote a sense of identity and pride;
- ✓ help strengthen school community cohesion;
- ✓ enhance student safety, health and wellbeing; and
- ✓ prepare students for the expectations of some workplaces.

When developing a dress code, the principal must ensure it is compliant with relevant legislation and guidelines, as described in the *Student dress code procedure*.

### **Dress codes must:**

- be developed in consultation with the school community
- be consistent with health and safety considerations
- comply with human rights, anti-discrimination and disability standards for education legislation
- consider affordability, functionality and durability of uniform items
- provide uniform options, including shorts and pants, in all uniform categories for all students, for all genders
- include processes to enable modifications, reasonable adjustments or exemptions for individual students or groups of students
- be published on the school's website.

Dress codes clearly explain and document standards of acceptable dress in relation to clothing worn by students, including headwear, footwear, and other aspects of personal presentation.

Dress codes must incorporate strategies to accommodate the individual needs and circumstances of students and strategies for managing non-complying students.


### **Uniform Policy review – Term 1, 2024**

The Helidon State School Uniform Policy was reviewed and updated according to the Qld Department of Education's Student dress code procedure.

- 1) Parents, staff, students and the P&C were invited to provide feedback to the Principal about the existing Uniform Policy. Invitations were communicated via printed letter, E-Flashes, and school Newsletters.
- 2) Supporting documentation was made available via the school's website.
- 3) Parents, staff and the P&C were invited to join a committee to review feedback and provide advice to the Principal. Students were invited to provide feedback through their parents. Minutes of these meetings are kept on-file in the school admin centre.
- 4) After considering feedback and investigating contemporary policies developed by other state primary schools, the Principal developed a revised **School uniform and dress code policy** and presented this to staff, parents via the P&C, and students via the Student Council for consultation.
- 5) After consultation occurred, further amendments were made and the new policy was endorsed the P&C (representing all parents and approved by the Principal in June 2024).
- 6) The endorsed and approved policy will be available via the school newsletter, E-flash, and is publicly available on the school website with a link to the school's Facebook page.

## **Policy endorsement:**

**Parents & Citizens Association (P&C President):**

Name: Jamie Jensen Signature:  Date: 12.6.24

## **School Principal Approval:**

Name: Mark Robertsen Signature:  Date: 12.6.2024

Policy review date: June 2026