WALPOLE PRIMARY SCHOOL

Dress Code

Nature Culture Future

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Background

Dress codes are tangible evidence of the standards expected of students and play an important role in promoting positive images of schools. A school's dress code supports all students to participate fully in school life. Dress codes can help create a sense of identity and a school culture in which every student experiences a sense of belonging.

State and federal human rights, equal opportunity and anti-discrimination legislation requires that students are not discriminated against (directly or indirectly) on the grounds of personal characteristics such as age, disability, gender identity, race, religious belief, sex or sexual orientation.

Direct discrimination may occur where a school has different uniform requirements for students with different personal characteristics and this difference results in one group of students being treated less favourably than another. Indirect discrimination occurs when treating everybody the same way disadvantages someone because of a personal characteristic. For example, a school's physical education uniform could discriminate indirectly against students who have cultural or religious requirements to dress modestly.

Dress codes for students in public schools are determined by School Boards in consultation with students, their parents and staff of the school.

The principal will work with the School Board to develop and regularly review, in consultation with the school community, a dress code that:

• is similar for all students, as far as is practicable;

• takes into account religious and cultural requirements;

• includes gender neutral options such as shorts and pants;

• provides suitable clothing for sport or physical education, including supporting informal and incidental physical activity;

• does not include clothing made from denim, and
• includes procedures to change the school's dress code.

Walpole Primary School Dress Code

The official school shirt is royal blue with aqua underarm gusset, sleeve and collar and white trim. This shirt should be worn to all official events including interschool carnivals and school photos. Other colours such as black and navy blue are not considered school uniform (exception of leggings).

Students are expected to wear the following:

- Shirt- royal blue with aqua underarm gusset, sleeve and collar and white trim
- Jumper, windcheater, jacket- royal blue
- Hat- royal blue wide brim or bucket (peaked caps are unsuitable). Hats must be worn during Term One and Four.
- Long pants, shorts, skorts - royal blue
- leggings - royal blue/navy
- Sportswear- plain t-shirt in faction colour (provided) and royal blue shorts/skorts
- Leavers' jacket/jumper - Year 6 students may elect to have a Leavers' Jacket/jumper, the design of which must be approved by the Principal and endorsed by the School Board. This jacket/jumper may be worn as a part of the school uniform.

The School Board encourages environmentally friendly options and prefers cotton or poly/cotton items.

Students are expected to wear the school uniform according to its design e.g. tracksuit pants fully extended NOT rolled up. Denim items are excluded from all school dress codes and uniforms except where a student has been granted a general exemption from the principal.

Footwear - Appropriate enclosed footwear for active play - NO thongs, boots, high heels, "Ugg" boots or "Crocs".

Jewellery - Jewellery is not to be worn at school. Exemption: earrings - only small stud or sleeper per ear and/or a wristwatch can be worn; NO rings, bracelets, necklaces or anklets.

Make-up - No make up allowed. This includes nail polish.

Availability of Dress Code Items

The Walpole P&C manage school uniform orders through their supplier LW Reid. Parents and carers can purchase a range of uniform items through the school office. The office carries a small level of stock on hand of popular items and sizes.

The P&C will take orders for items not in stock. A bulk order will be placed with the supplier once per term. Order forms can be obtained through the office.

The P&C also offer a range of second-hand clothing. These items are available upon request at the office and the P&C offer a Pop-up shop at each school assembly.

Naming Possessions

Names should be clearly marked on ALL items of personal property. A lost property box is kept at school and we ask that parents go through this when they visit the school. Clothes not collected at the end of each term will be given to the P&C Pop-up Shop.

Support and Assistance

Support and assistance are effective ways of achieving compliance. Procedures for supporting compliance with the dress code are approved by the School Board. School management of the dress code is a balance between establishing standards, allowing reasonable opportunity for individual self-expression, and accommodating diversity. Non-confrontational approaches assist in clarifying the reasons for objections to complying with the dress code. Support may be available in the form of clothing exchanges and loan schemes. The schools may choose to fund outfits for use on school outings or for daily wear as appropriate.

Individual Exemptions from Compliance

The principal will take into account the Regulations when considering applications for individual exemptions. The processes established by the School Board will apply when an appropriate period, and the conditions for the exemption, are determined. The principal must provide full details of an exemption to the students concerned and their parents and to the students' teachers.

Whenever the principal decides to revoke or vary an exemption, the persons affected will be informed in writing of the decision and the reasons for the decision (Regulation 35(6)).

Guidelines for Exemption

Exemptions may be formal or informal and cover short term or long-term periods. The principal may provide an exemption on any of the following grounds:
the unavailability of an item:

- a matter relating to the student's health;
- a matter relating to the religious beliefs of the student or the student's family;
- a matter relating to the cultural background of the student or the student's family;
- or any other matter which in the principal's opinion is sufficient to exempt the student from complying with the requirement. (Regulation 35(2))

The school will also give consideration to conscientious objectors to a school's dress requirements. Conscientious objectors must be able to demonstrate that their objection:

- stems from an inward conviction of what is morally right or wrong;
- that their view has been formed following a process of profound thought about the subject;
- is not influenced by any consideration of personal advantage or disadvantage either to oneself or others.

Temporary exemptions, for instance, may be provided informally when the dress requirements become impractical because of extreme weather conditions or a temporary health condition.

Noncompliance

Procedures for managing non-compliance with the dress code are approved by the School Board. A school dress advisory panel may be convened to provide assistance and support with addressing a student’s non-compliance with the dress code.

Under the School Education Regulations 2000, Regulation 36, if a non-complying student is enrolled in a primary program, sanctions will be limited to the following actions only:

- preventing the student from attending any activity in which the student would have been representing the school; or
- preventing the student from attending or participating in any school activity which, in the opinion of the principal, is not part of the educational program.

Appendix A

DEVELOPING AND CHANGING DRESS CODES

Under Section 128(d) of the School Education Act 1999 the School Board determines, in consultation with students, their parents and staff of the school, a dress code for students when they are attending or representing the school. When determining the dress code, the School Board must comply with State and Federal human rights and anti-discrimination legislation.

A comprehensive consultation process must be undertaken in a manner that is appropriately respectful of different cultural, religious, ethnic and other special needs groups to ensure the dress code reflects the values and views of the entire school community. The consultation process could include letters to parents, surveys, public meetings, student meetings, information published in newsletters, websites or social media sites, and visual displays of fabric colours and types. Where appropriate in the local context, the consultation should also include material translated into community languages or the employment of an interpreter.

At the primary level, a dress code entails a school uniform and clothing standards to cover the range of activities undertaken in a primary program.

School Boards are encouraged to develop, as far as practicable, dress code requirements that do not discriminate on the basis of gender. This must include gender neutral options but may also involve items that are similar, but not necessarily the same, for all students. For example, a dress code could include gender neutral shirts and jackets for all students but may also include different styles of pants and shorts that suppliers categorise as male and female versions. Where community consultation indicates that gender specific items are popular (e.g. dresses, skirts) then it is appropriate to make those options available. In the case of female students, options must not be limited to skirts, dresses, skorts and culottes.

Dress codes should meet local circumstances, the needs of individual students and general safety and equity standards. Consideration should be given to clothing that is affordable, comfortable, made from easy care fabric, appropriate for activity and suitable for all body shapes. All clothing should be carefully considered to ensure students do not pose risks to themselves during vigorous activity; for example, hats with long strings and little sun protection are problematic.

Appendix A - cont.

The dress code may extend to other items if the School Board considers it appropriate for local circumstances. For example, the dress code may specify:

- clothing for workplace, sporting and extra-curricular activities;
- headwear and footwear;
- safety requirements for outdoor and extra-curricular activities; and
- personal presentation of students, for example hairstyles and jewellery.

Links with suppliers, availability of garments, type, durability and manufacturer cost increases are some factors to consider, particularly when determining compulsory items.

Where a school includes logo-bearing items in their dress code for students, non-logo bearing alternatives, which are similar in style and/or colour, may be considered by the School Board as a means of moderating the financial impact experienced by some families.

Changes to dress codes should be:

- based on advice from students, parents and staff;
- based on information from regular reviews of the dress code, including patterns of exemption granted to date; and
- introduced only after reasonable notification to parents.

Under Regulation 34 of the School Education Regulations 2000, parents and students must be provided with details of the school's dress code in writing at the time of enrolment and when there are changes to the code.

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