



School Student Dress Code and Uniform Policy

TABLE OF CONTENTS

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1.	Purpose.....	3
2.	Policy objectives.....	3
3.	Key information.....	3
4.	Requirements.....	4
5.	Roles and responsibilities.....	4
6.	Associated documents and materials.....	5
7.	Definitions.....	5
APPENDIX I – CHECKLIST FOR SCHOOL STUDENT DRESS CODE AND UNIFORM.....		6

1. Purpose

The purpose of a School Student Dress Code and Uniform Policy (the Policy) is to promote social equity in terms of clothing, assisting school staff in easily identifying students and enhancing the sense of pride within a school. The Policy is in accordance with [Secretary's Instruction No 6 for State School Student Dress Code](#) and developed in consultation with the School Association and students.

2. Policy objectives

- Promote a shared sense of school identity and ensure all students are dressed safely and appropriately for school activities
- Strengthen the profile and identity of the school and its students within the broader community
- Assist school staff to easily identify students on school excursions and on the school campus
- Encourage students to take pride in their appearance
- Prepare learners for the expectations of the workplace
- Identify the process for establishing a dress code, or uniform and who is required to wear one
- Identify the process for granting exemptions to a dress code or uniform.

3. Key information

- State schools for students from Prep to Year 10 inclusive **MUST** have a school uniform. It is a requirement that these students wear the uniform their school endorses.
- To ensure that the requirements of [Education Act 2016](#) and the Secretary's Instruction are met, the school **MUST**:
 - » Allow exemptions and/or criteria to evaluate applications for exemption from compliance with the Policy, where individual circumstances make it difficult to adhere to the Policy and would outweigh the benefits of compliance.
 - » Provide students with unisex options in addition to any male and female specific items.
 - » Endorse a uniform that is cost effective. (Schools should consider providing uniform banks to support families experiencing hardship to meet uniform requirements.)
- A principal with students enrolled outside of Prep to Year 10 can choose to require all students to wear the uniform. This **MUST** be established through a dress code, and **MUST** include consultation with the School Association and students.
- Consultation with the School Association can be done by requesting the School Association Committee to include dress code/uniform as an agenda item at a Committee meeting. The school can promote that consultation is underway and invite parents to provide feedback through the Committee.
- A dress code **may** stipulate requirements around personal appearance and grooming.
- When introducing a new dress code or uniform, a transition period of 12 months is recommended to allow time for the Policy to be understood and adhered to.

4. Requirements

Where a school has an existing dress code or uniform, schools **MUST** use the [Appendix I Checklist for School Student Dress Code and Uniform](#) to ensure the existing policy complies with the [Education Act 2016](#) and the [Secretary's Instruction No 6 for State School Student Dress Code](#).

The Policy applies during school activities (including out-of-hours or off-site activities), on school campus and while travelling to or from school (while wearing school uniform), unless an exemption has been granted.

5. Roles and responsibilities

5.1 PRINCIPALS

- **MUST** have a uniform for students from Prep and Year 10 inclusive.
- **MUST** detail the processes for exemptions from the dress code or uniform.
- **MUST** detail a review process for any applications for exemption from compliance with the Policy.
- **May** develop and implement a dress code.
- **MUST** detail how non-compliance with dress code or uniform will be dealt with under the school's *Respectful Student Behaviour Policy and Process*.
- **MUST** consult with the School Association when developing a dress code or uniform.
- **MUST** consult with students when developing a dress code or uniform.

Where the decision is made to develop a dress code, a principal **MUST**:

- Ensure compliance with legislation including: *Education Act 2016*, *Disability Discrimination Act 1992*, *Sex Discrimination Act 1984*, *Anti-Discrimination Act 1998 (TAS)* and *Racial Discrimination Act 1975*.
- Consult with their School Association and students to ensure the Policy reflects the views of the school.
- Include requirements on the wearing of hats in line with the Cancer Council of Tasmania's 'Sun Smart' Program. (See the DoE [Sun Protection Policy](#) for further information.)
- Identify how the non-compliance with the Policy will be managed under the school's *Respectful Student Behaviour Policy and Process*.

5.2 TEACHING STAFF

- **MUST** ensure compliance with any dress code and uniform by following the processes established by the school to address non-compliance.

5.3 PARENTS/CARERS AND STUDENTS

- **MUST** ensure compliance with the Policy, or apply for an exemption.

6. Associated documents and materials

Documents and materials	Purpose
<u>Secretary's Instruction No 6 for State School Student Dress Code</u>	To set out the matters that a principal is to take into account in developing a dress code for the students at their school.
<u>Sun Protection Policy</u>	Outlines the requirements for a Sun Protection Policy to ensure the safety of staff, students and children in relation to exposure to the sun.
Respectful Student Behaviour Policy and Process	When addressing non-compliance with the student dress code or uniform, a principal should refer to their <i>Respectful Student Behaviour Policy and Process</i> .
Template School Student Dress Code and Uniform Policy	A template School Student Dress Code and Uniform Policy that a principal can use to insert their school specific information (identified by orange headings).
Checklist for School Student Dress Code and Uniform	The (attached) Checklist can be used to ensure a dress code or uniform policy is compliant with the legislation and Secretary's Instruction.

7. Definitions

DRESS CODE means a set of requirements for how students should present themselves when attending or representing their school. As well as specifying clothing, a dress code may include personal presentation and appearance. There is no requirement for a school to have a dress code; however if a school has a dress code:

- For students in Prep to Year 10 it includes the wearing of a uniform.
- For students in Kindergarten, and Years 11 and 12 it may include a standard of dress and/or a uniform.

UNIFORM means a distinct set of clothing worn by members of the same organisation, and may include a school emblem and colour scheme. A uniform is required for students in Prep to Year 10.

APPENDIX I – CHECKLIST FOR SCHOOL STUDENT DRESS CODE AND UNIFORM

The following checklist can be used to assess a School Student Dress Code and Uniform Policy and its consistency with the [Secretary's Instruction No 6 for State School Student Dress code](#) and the [Education Act 2016](#).

Checklist for Developing a School Student Dress Code and Uniform Policy	
Where to start?	
Template	
<input type="checkbox"/>	A template <i>School Student Dress Code and Uniform Policy</i> has been developed to help a principal when developing a new dress code or uniform, or becoming compliant under the Act. Use of the template is optional, and can be downloaded from the DoE intranet site.
What MUST be considered when developing the School Student Dress code and Uniform Policy?	
Legislation	
<input type="checkbox"/>	Complies with the following legislation: <ul style="list-style-type: none">• <i>Education Act 2016 (TAS)</i>• <i>Disability Discrimination Act 1992</i>• <i>Sex Discrimination Act 1984</i>• <i>Anti-Discrimination Act 1998 (TAS); and</i>• <i>Racial Discrimination Act 1975.</i>
Health and safety	
<input type="checkbox"/>	Complies with the Sun Protection Policy .
<input type="checkbox"/>	Ensures students are dressed appropriately for various activities being undertaken to ensure compliance with safety requirements.
<input type="checkbox"/>	Provides for appropriate clothing and footwear while undertaking physical exercise.
Other requirements	
<input type="checkbox"/>	Provides uniform items that are durable and cost effective for students and their parents or carers.

- ☐ Is inclusive of students from diverse backgrounds and circumstances.
- ☐ Provides for those with a disability.
- ☐ Provides unisex options in addition to any male and female specific items.
- ☐ Provides a method and/or criteria to evaluate applications for exemption from compliance. (This may include religious beliefs, cultural background or other unique individual circumstance.)
- ☐ Links to the Respectful Student Behaviour Policy and Process in the case of non-compliance.

Who **MUST** be consulted?

- ☐ The School Association and students **MUST** be consulted when developing a new *School Student Dress Code and Uniform Policy*.

How long should be allowed for transition to a new dress code or uniform?

- ☐ Schools *should* phase in any changes over a transition period of 12 months.

Where does the Policy need to be published?

- ☐ Copies *should* be available at the school office.
- ☐ A PDF version should be available on school website.
- ☐ Notify parents/carers when the new policy is available and identify any major changes.

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