Hilliard State School

Student Dress Code

The Hilliard State School Student Dress Code consists of an agreed standard (as outlined in this document) and items of clothing (refer to Parent Handbook) which include the school Uniform that the students of this school must wear when:

- Attending or representing Hilliard State School;
- Travelling to and from school; and
- Engaging in school activities out of school hours

The Student Dress Code provides clothing that aims to contribute to a safe and supportive teaching and learning environment through:

- Ready identification of students and non-students at school;
- Fostering a sense of belonging; and developing mutual respect among students by minimising visible evidence of economic or social difference;
- Providing functional clothing that enables students to participate actively in the programs of the school, and that is inclusive in nature.

The Hilliard State School dress codes reflect our school community standards and are consistent with occupational health and safety and anti-discrimination legislation.

Consultation:
The student dress code at this school is determined through a process of consultation with members of the school community, the staff and students of the school. The process takes place over time and is led by the Principal in conjunction with the Parents and Citizen’s Association with the Uniform Committee playing a leading role. Any changes to the school uniform are ratified through the Parents and Citizens Association.

The Principal is responsible for ensuring that the Student Dress Code complies with the relevant Legislation and Policy:

- Anti-Discrimination Act 1991
- Education (General Provisions) Act 2006
- Disability Discrimination Act 1992
- Racial Discrimination Act 1975
- Sex Discrimination Act 1984
General Guidelines
(The following needs to be read in conjunction with the description of the school uniforms as outlined in the Parent Handbook. Please note that the standards outlined here give a major focus to personal safety for students.)

It is expected that all students will wear the school uniform and that they present themselves in a neat and tidy fashion that reflects pride in self, family and school:
1. Hair
   - Neatly trimmed, combed or brushed back off the face.
   - Long hair may be braided or tied. Scrunchies are provided through the Uniform Shop.
   - Hair styles may be contemporary but should not be considered outrageous or ‘over the top’. Hair colour should be the child’s natural hair colour.

2. Headwear
   - Hilliard State School is a Sun Safe school. Hats are an integral part of the school uniform and must be worn, especially for those activities that are outdoors or in sunny situations. Caps are not permitted.

3. Jewellery
   - The only jewellery permitted is studs or sleepers in the ears. Because of the possible dangers posed by participation in the activities of the school, all other jewellery must not be worn (includes bracelets, rings, necklaces etc).

4. Footwear
   - Footwear should be durable, comfortable and long-wearing (refer to Parent Handbook). All footwear must be enclosed for safety. Sandals, thongs etc are not permitted.
   - Students may be called upon to remove shoes for some activities (gymnastics, aerobics etc) under the direction of the teacher. However, shoes must be worn at all other times.

5. Eyewear
   - It is the responsibility of the student and parents to ensure that prescription eyewear is worn as appropriate. Students may wear sunglasses to school in keeping with the school’s Sun Safe policy.

6. Sun Safety
   - Hats must be worn - ‘No hats, no play’.
   - Swim shirts must be worn by Prep – Yr 7 students during all water-based activities, including swimming lessons. The only exception will be that swim shirts do not need to be worn during races at school swimming carnivals. In these cases, spectators will be required to adopt a range of sun protection measures.
   - The school provides a broad-spectrum, water-resistant sunscreen of SPF 30 or better for students to apply on uncovered areas of the skin during outdoor activities.
Special Circumstances
Should the following special circumstances occur, the Principal will consult with the parents in order to determine a reasonable outcome. It is anticipated that all families will take appropriate action to ensure that all students are in the correct uniform.

1. **Students enrolling for the first time from other schools:**
   - It is considered that new students enrolling for the first time may need some ‘lead in time’ to procure the necessary uniform requirements for Hilliard State School. This information will be passed on by the enrolling officer following a written request from the parents. The Uniform Shop is open every Tuesday morning from 8:00am-9:00am and every Thursday morning from 8:00am-10:30am.

2. **Financial difficulties / Economic Hardship**
   - Parents who are confronting financial difficulties should discuss this situation with the Principal so that reasonable arrangements can be made. Second-hand uniforms are available from the Uniform Shop at reasonable prices. If necessary, the school may be able to assist with purchases.

3. **Students with Physical Impairment**
   - Students with physical impairment may need alternative uniform arrangements for a period of incapacity or for more permanent impairment. This can be arranged through consultation between the Principal and the parents.

4. **Conscientious Objection – Cultural / Religious Grounds**
   - Parents who have cultural or religious objections to the wearing of the school uniform should discuss these with the Principal. Reasonable steps may be taken to accommodate these. However, it is anticipated that any changes acceded to will not undermine the intent of the Hilliard State School Dress Code, nor lessen the safety requirements implicit within the Code.

5. **Exemptions**
   - On a daily basis, certain students may require exemptions from fulfilling the school’s Dress Code on the basis eg illness, injury etc. A temporary exemption may be requested, in writing, by the parents. In such a case, the students will be issued with an exemption card by the class teacher.

**Failure by Student to Uphold the School Dress Code**
Where there are individual cases of conflict with the Student Dress Code, or persistent failure of a student to uphold the Code, or a student is inappropriately dressed, the following actions or sanctions may apply:

- The student may be offered an appropriate item or items of clothing / uniform held at the school;
- Actions may be taken by the Principal to ensure that risk to the student or others is prevented or that normal school operations are maintained;
- The student’s parents / carers will be informed of the incident and will be invited to discuss the situation in order to prevent a recurrence;
- A process of conflict resolution or mediation will be entered into if the student persistently fails to observe the Student Dress Code.
Arrangements with Clothing Suppliers
Every effort is made to ensure compliance with departmental procedures relating to Fair Trade is met. The appropriate Deed of Licence is used when licencing a manufacturer to reproduce the school logo for the purposes of manufacturing uniforms or to restrict the retailers to whom the licenced manufacturers can supply the uniforms.
Any proposed changes to the school uniform will be notified to the suppliers and parents and uniform shop early in the school year preceding such a change so that all can prepare for such a change in a timely fashion.
Any preferential placement of orders or publicity will be dealt with through a public tender process in accordance with FNM-PR-004: Purchasing Textile Clothing and Footwear.