



Department of  
**Education**

# **Dress Codes for Students in Public Schools Policy**

Effective date: 1 January 2018

Version: 2.4

Last update date: 1 January 2018

## Table of contents

|  |          |
|--|----------|
| <b>1. Policy statement</b>                                 | <b>3</b> |
| <b>2. Policy rules</b>                                     | <b>3</b> |
| <b>3. Responsibility for implementation and compliance</b> | <b>4</b> |
| <b>4. Scope</b>  | <b>4</b> |
| <b>5. Supporting procedures</b>                            | <b>4</b> |
| <b>6. Definitions</b>                                      | <b>5</b> |
| <b>7. Related documents</b>                                | <b>6</b> |
| <b>8. Contact information</b>                              | <b>7</b> |
| <b>9. History of changes</b>                               | <b>7</b> |
| <b>10. More information</b>                                | <b>9</b> |
| Policy review date   | 9        |

## 1. Policy statement

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

## 2. Policy rules

The principal must:

- confirm the school has a dress code;
- confirm that the dress code adheres to State and federal human rights, anti-discrimination and equal opportunity legislation;
- confirm that the dress code requirements are similar for all students and include gender neutral options;
- confirm clothing made from denim is not included in the school dress code for all schools, other than senior colleges;
- provide parents and students with details of the school's dress code in writing at the time of enrolment and when there are changes to the dress code;
- communicate to students they are required to comply with the dress code unless they have been granted an exemption; and
- manage exemptions and sanctions in accordance with the School Education Regulations 2000 and the Dress Codes for Students in Public Schools Procedures.

### Guidance

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.

### **3. Responsibility for implementation and compliance**

Implementation of the policy is the responsibility of principals.

Compliance monitoring is the responsibility of line managers.

### **4. Scope**

This policy applies to all principals.

### **5. Supporting procedures**

[Dress Codes for Students in Public Schools Procedures](#)

## 6. Definitions

### **Dress code**

Document providing standards of what is acceptable in relation to the clothing worn by students at the school including headwear, footwear and aspects of personal presentation.

### **Non-complying student**

A student who:

- does not comply with a requirement of the school's dress code;
- has reached the age of 5 years and 6 months at the time of the alleged non-compliance or would have reached that age during the calendar year in which the alleged non-compliance occurred; and
- has not reached the age of 18 years at the time of the alleged non-compliance.

### **School uniform**

Clothing of specific colour and/or design worn by students of the school as a means of identification, as specified in the school's dress code.

### **School Dress Advisory Panel**

Sub-group of the school council or board, including at least one school staff member, with the specific role of providing assistance and support in relation to compliance with the dress code.

## 7. Related documents

### Relevant legislation or authority

[Equal Opportunity Act 1984 \(WA\)](#)

[Disability Discrimination Act 1992 \(Cth\)](#)

[Occupational Safety and Health Act 1984 \(WA\)](#)

[Racial Discrimination Act 1975 \(Cth\)](#)

[School Education Act 1999 \(WA\)](#)

[School Education Regulations 2000 \(WA\)](#)

[Sex Discrimination Act 1984 \(Cth\)](#)

### Related Department policies

[Councils and Boards in Public Schools](#)

[Enrolment in Public Schools](#)

[Student Behaviour in Public Schools](#)

[Student Health Care in Public Schools](#)

### Other documents

[Contributions, Charges and Fees Manual \(staff only\)](#)

[Student Allowances](#)

## 8. Contact information

### Policy manager:

Director, Teaching and Learning Services

### Policy contact officer:

Senior Policy Analyst, Learning Area Support

T: (08) 9402 6106

## 9. History of changes

|  |   |
|--|---|
| <b>Effective date</b>                                | 1 January 2007  |
| <b>Last update date</b>                              | 29 November 2013  |
| <b>Policy version no.</b>                            | 1.0   |
| <b>Notes</b>   | Updated contact information. D13/0573788.   |
| <b>Effective date</b>                                | 1 January 2007  |
| <b>Last update date</b>                              | 19 March 2015   |
| <b>Policy version no.</b>                            | 1.1   |
| <b>Notes</b>   | Contact information updated to reflect change in position from Director, Office of the Director General to Executive Director, Organisational Governance. D15/0085666 |
| <b>Effective date</b>                                | 28 April 2015   |
| <b>Last update date</b><br><b>Policy version no.</b> | 2.0   |
| <b>Notes</b>   | Major review undertaken and split into policy and procedures. Endorsed by Corporate Executive 13 February 2015.   |

|  |   |
|--|---|
| <b>Effective date</b>                          | 28 April 2015   |
| <b>Last update date<br/>Policy version no.</b> | 2.1   |
| <b>Notes</b>                                   | Updated contact information. D15/0147219.<br>Version 2.1 updated prior to version 2.0 becoming effective.   |
| <b>Effective date</b>                          | 28 April 2015   |
| <b>Last update date</b>                        | 4 August 2015   |
| <b>Policy version no.</b>                      | 2.2   |
| <b>Notes</b>                                   | Updated contact information D15/0260244   |
| <b>Effective date</b>                          | 28 April 2015   |
| <b>Last update date</b>                        | 2 August 2017   |
| <b>Policy version no.</b>                      | 2.3   |
| <b>Notes</b>                                   | Updated contact information D17/0045097   |
| <b>Effective date</b>                          | 1 January 2018  |
| <b>Last update date</b>                        | 1 January 2018  |
| <b>Policy version no.</b>                      | 2.4   |
| <b>Notes</b>                                   | Amendments to mandate gender neutral uniform options for all students. Endorsed out-of-session and ratified by the Director General at Public Schools Executive on 27 October 2017. |



## 10. More information

### Supporting content

#### Procedure

[Dress Codes for Students in Public Schools Procedures](#)

### Policy review date

28 April 2018

---