

Author		Approved
<i>Name</i>	Executive Team	Governing Council
<i>Position</i>	Policy Review Committee	

Document No.	Effective Date	Version Date	Version No.	Cancels Version
UNI1	18/3/2024	15/3/2024	8	7

## 1.0 Purpose

Norwood International High School (NIHS) is committed to providing the best learning environment for its students. NIHS believes that a school uniform assists students to identify with, and to develop a sense of pride and commitment to, the school. The wearing of a school uniform by students contributes to a positive school image in the community and promotes safety and discipline.

Education Regulation 86 of the Department for Education (DfE) acknowledges and protects the right for governing councils of public schools to determine school dress policy. The purpose of this Policy is to describe the principles that govern the wearing of NIHS uniform by students at school and at other events that are coordinated or endorsed by the School.

## 2.0 Version Control

Version Date	Version Number	Reference sections	Description of the change
15/3/2024	8	4.2.4 4.5.3	Updated New – False Eyelashes
20/6/2023	7	4	Reviewed in line with updated Uniform Guidelines and changes made.

## 3.0 Scope and Responsibilities

### 3.1 Scope:

The Uniform Policy applies to all students and staff of NIHS. The Policy applies to parents and caregivers of NIHS students by virtue of the understanding that they will support students in the wearing of school uniform.

### 3.2 Responsibilities:

NIHS is responsible for ensuring that the school uniform observes health, safety and decency standards and is suitable for a wide range of physical activities and weather conditions. NIHS is responsible for ensuring that the wearing of its school uniform is non-discriminatory, equitable for all students and as cost effective for parents to purchase as possible.

Students of NIHS are responsible for the correct wearing of the school uniform at all times and for prompt notification to NIHS if they believe that the school uniform does not meet the requirements of health, safety and decency. Students are also responsible for requesting a change to the school uniform, via the correct process(es) outlined herein, if they believe that the change is necessary or desirable.

Parents and caregivers are responsible for supporting their student(s) in the correct wearing of school uniform.

It is the responsibility of staff members of NIHS to reinforce to students the principles of this Policy and to undertake the disciplinary processes contained herein when those principles have been breached.

DfE is responsible for the determination and dissemination of Education Regulations in relation to school dress codes in South Australia.

The Governing Council of NIHS is responsible for formulation, adoption and implementation of the school uniform, for its review and for implementation of changes, as required.

## **4.0 Policy Principles**

### **4.1 School Uniform**

- 4.1.1 The school colours are red, gold and blue. The school uniform is determined by the Governing Council of the NIHS, after consultation with staff, students, parents and other members of the school community.
- 4.1.2 The school uniform guidelines and items are available on the school's website and shared with families as part of the enrolment process.
- 4.1.3 The Governing Council will notify the school community in writing, and by any other form of communication that it deems appropriate, of any change to the school uniform.
- 4.1.4 The Governing Council will endeavour to provide at least six months' notice of an intention to change the school uniform, except in the case of a change that is mandated by health and/or safety concerns, in which case less than six months' notice may be provided.
- 4.1.5 The NIHS is aware of diversity such as gender, culture, religion and socio-economic or medical circumstances and will, whenever possible, endeavour to ensure that the school uniform does not disadvantage any student.
- 4.1.6 Any student who feels that they have been disadvantaged in their wearing of the school uniform by an issue as described in 4.1.5 should raise their concern with the Principal of the NIHS or the Deputy Principal, in the first instance. If the issue of disadvantage remains unresolved after being raised with the Principal of the NIHS or the Deputy Principal the student should contact the Chairperson of the Governing Council in writing.

### **4.2 Correct Wearing of the School Uniform**

- 4.2.1 The correct way to wear the school uniform is determined by the Governing Council of the NIHS, after consultation with staff, students, parents and other members of the school community.

- 4.2.2 A student shall wear the full and correct school uniform when on school grounds, travelling to and from the school and at all *school*-organised activities (for example, graduation ceremonies) unless informed otherwise by the staff member(s) responsible for the activity.
- 4.2.3 The school uniform is to be in an acceptable condition, clean and worn in the manner in which it is intended at all times.
- 4.2.4 A student in Years 7-10 may wear the school sports uniform on the days they have PE only. Middle school students may wear their sports uniform to and from school.  
Senior students (Yrs 11 and 12) shall wear the school sports uniform only when engaged in sporting activity. The sports uniform shall not be worn to or from school, even when a senior student has a sports class as the first or last class of the day.
- 4.2.5 Specialist club or sports uniforms (such as pedal prix and rowing jackets/caps) shall only be worn at club events. They are not to be worn as part of the regular uniform.
- 4.2.6 Skirts, dresses and shorts will be of a length no shorter than the student students fingertips when arms held straight by their sides above the knee. Skirts and shorts must not be rolled up at the waist or hem.
- 4.2.7 Refer to the NIHS Uniform Guidelines for general presentation expectations and uniform items.

#### 4.3 *Jewellery*

- 4.3.1 Students are permitted to wear a maximum of two studs or sleeper earrings in each ear only.
- 4.3.2 Standard watches are an acceptable addition to the school uniform. Smart watches are not permitted to be connected to another device during the school day as per the school's Digital Device Policy.
- 4.3.3 One small stud in the nose may be visible.
- 4.3.4 One fine chain worn under the collar and one bracelet are permitted to be worn. Except in practical lessons where this would present a safety hazard. Students will be asked to remove the items during these lessons as necessary. Anklets are not to be worn or visible.
- 4.3.5 One ring may also be worn.

#### 4.4 *Hair*

- 4.4.1 Hair is to be worn in a neat, clean hairstyle.
- 4.4.2 Hair colour must be natural-coloured tones. Special exemptions can be sought for fund-raising and special events.
- 4.4.3 Hair accessories may be of a single colour either red, yellow or blue and should be functional for the purpose of holding the hair in place, rather than ornamental. Hair bands should be worn off the forehead.
- 4.4.4 Facial hair, which is neat and trimmed, is permitted.

#### 4.5 *Makeup*

- 4.5.1 Makeup and fake tan are not encouraged, however natural-looking makeup, including eyelash extensions are permitted.
- 4.5.2 Fingernails must be trimmed short and may have a clear or natural colour polish. Only short acrylic nails in a natural colour and shape are permitted due to safety reasons.

4.5.3 False Eyelashes or Extensions are not permitted.

#### 4.6 *School Hat*

4.6.1 The school acknowledges that excessive exposure to the sun can cause damage to the skin, eyes and other bodily tissues. For this reason, the sports uniform includes a hat.

4.6.2 Students are strongly encouraged to wear the school uniform hat when participating in outdoor sports.

4.6.3 Hats and beanies are not to be worn in classrooms.

4.6.4 Refer to the NIHS Sun Protection Policy for additional information.

#### 4.7 *Miscellaneous*

4.7.1 The wearing of an additional visible top under the school uniform is not permitted. Students can wear additional layers for extra warmth as long as they are not visible.

4.7.2 Socks must be crew (mid-calf) or knee length and are not to be worn over tights.

4.7.3 Footless tights, leggings and active wear must not be worn under shorts, skirts or dresses. Students may wear navy stockings.

4.7.4 Students may wear NIHS logo or plain navy beanies and scarves to keep warm. Beanies must be removed inside the classroom.

4.7.5 All students are expected to have a formal uniform for special events, including the official uniform shirt, tie, pants and/or skirt. Ties and blazers may be borrowed from the school.

#### 4.8 *Changes to the School Uniform*

4.8.1 The supply of Uniform items and services must be undertaken through the Procurement Unit.

#### 4.9 *Exemptions to Wearing of the School Uniform*

4.9.1 A Learning Community Leader, a Deputy Principal or Principal may exempt a student from wearing of the school uniform upon receipt of a written request from the parents. These leaders may request current (within 6 months) supporting documentation from a relevant medical specialist to support the exemption. Students aged 18 or older may seek an exemption on their own behalf.

4.9.2 The Learning Community Leader, Deputy Principal or Principal will give due consideration to the request for exemption. In making their decision, the Principal will have due regard for diversity of culture and ethnicity, gender, religion, socio-economic hardship, genuine medical circumstances and/or any other additional circumstances that the Governing Council may determine.

4.9.3 From time to time, all students may be exempted from wearing the school uniform for a day (Casual Day).

4.9.4 Parents and/or students will be notified of a Casual Day in writing, or by any other mechanism that is deemed appropriate (for example, by SMS, by publishing a notice in the school newsletter and/or the school calendar, or by verbal notice to the students).

4.9.5 The wearing of casual dress on a Casual Day is voluntary. If a student chooses to wear the school uniform on a Casual Day, then it must be worn in accordance with 4.2 *Correct Wearing of the School Uniform*.

- 4.9.6 Students must wear clean, smart, casual clothes on Casual Day. Shoes, and not thongs or sandals, must be worn and must be fully enclosed in accordance with WHS requirements.
- 4.9.7 An acceptable standard of decency applies during Casual Day. Students must wear fully enclosed shoes (e.g. no thongs, crocs, sandals or ugs) for WHS purposes. Clothing must not have slogans or decals that may be deemed offensive. Tops must have sleeves (long or short) and cover the midriff of the wearer. Clothing should not be ripped, torn, dirty or excessively loose. Short and skirt lengths need to be in line with prescribed guidelines. Dress that is considered inappropriate includes clothing that is offensive, likely to disrupt or negatively influence the normal operations of the school, unsafe for students or others, and/or is likely to result in a risk to the health of the student or others. A 'rule of thumb' for acceptable dress is clothing that is socially acceptable.
- 4.9.8 Failure to observe an acceptable standard of dress on a Casual Day will be deemed to be non-compliance with this Policy and will be dealt with according to Clause 4.10.

#### *4.10 Non-compliance with the NIHS Uniform Policy*

- 4.10.1 In accordance with DfE regulations under the Education Act, students will not be denied access to learning for non-compliance with uniform expectations and may have limited contact with others during break times.
- 4.10.2 A single instance of non-compliance with the NIHS Uniform Policy will be acceptable if accompanied by written advice from a parent. A parental note will not automatically exempt a student from disciplinary action in relation to the non-compliance if, in the opinion of the Principal (or delegate), the reason or duration is unacceptable.
- 4.10.3 If an item of clothing is not part of the school uniform and is removable (e.g. a hoodie), the student will be asked to remove the item and place it securely in their locker until it can be taken home.
- 4.10.4 Where non-compliance has occurred without the provision of a parental note or valid reason parents/guardians will be notified with a request to ensure future compliance.
- 4.10.5 Action for persistent non-wearing of the correct uniform will follow the school's Respectful Behaviour policy and related procedures. This may include withdrawal from recess and lunch sessions. Senior students may be asked to go home to rectify their uniform immediately and will be required to make up this time.

#### *4.11 School Uniform Supplier(s)*

- 4.11.1 The school will review the official supplier of the school uniform biennially.
- 4.11.2 The Governing Council will advise the school community in writing of any change to the uniform supplier(s).

#### *4.12 Uniform Committee*

- 4.12.1 The Governing Council will convene a Uniform Committee which will provide advice to the Governing Council on matters pertaining to the school uniform and assist in the management and organisation of the supply and availability of school uniform items.

4.12.2 The Uniform Committee will be comprised of at least one nominee from each of the Governing Council, the School Executive Team, the staff and the student body of the school, and other Governing Council or parent representatives as deemed necessary by the Governing Council.

4.12.3 The Uniform Committee will meet at least once per school term.

## 5.0 Definitions and Abbreviations

### 5.1 Definitions

**Parent** A parent of a child attending the NIHS, including the parent of a child who is enrolled but not yet attending, a person who has legal custody or guardianship of a child, or a person who is acting *in loco parentis* to a child.

**Student** A person who is enrolled to study at the NIHS.

### 5.2 Abbreviations

**DfE** Department for Education  
**NIHS** Norwood International High School  
**WHS** Work Health and Safety

## 6.0 Attachments and References

### 6.1 Attachments

Nil

### 6.2 References

- 6.2.1 Education Act 1972, including regulations  
(<http://www.legislation.sa.gov.au/LZ/C/A/EDUCATION%20ACT%201972.asp>  
[x](#))
- 6.2.2 DfE Administrative Instructions and Guidelines  
(<https://www.education.sa.gov.au/sites/default/files/aigsschoolcouncilsandother.pdf?v=1465351611>)
- 6.2.3 DfE policy on school dress codes  
(<https://www.education.sa.gov.au/sites/default/files/school-dress-code-procedure.pdf?v=1551149952>)
- 6.2.4 NIHS Student Behaviour Management Policy
- 6.2.5 NIHS Sun Protection Policy
- 6.2.6 NIHS Uniform Guidelines

## 7.0 Review

This Policy will be reviewed annually by the Governing Council of NIHS.

This Policy can be amended, without prior notification, by a resolution of the Governing Council.

Review Date	Reviewed By	Accepted Date	Comments
18/3/2024	Governing Council	18/3/2024	Next review due 2025