



STUDENT DRESS CODE POLICY AND PROCEDURE

The purpose of a student dress code is to:

- *foster a sense of belonging, demonstrating pride in the school and self*
- *ready identification of students and non-students at school*
- *help strengthen school community cohesion;*
- *develop mutual respect among students by minimising visible evidence of economic or social differences.*
- *enhance student safety, health and wellbeing;*

The policy on school dress standards for students, has been determined by the Monto State High School community in consultation with the school Principal and endorsed by the Parents and Citizens Association. It is designed to contribute to and support a healthy and safe learning environment which allows students to participate in school activities. Monto State High School is a uniform school.

The neat, tidy and appropriate wearing of a school uniform is a sign of pride in oneself and in our school. Students should strive to wear the full school uniform neatly at all times.

Students at Monto State High School are expected to wear the correct uniform when:

- attending or representing their school
- travelling to and from school, engaged in school activities out of school hours

All students are to wear the full formal uniform on a Monday. Tuesday to Friday the students may choose between formal OR sport. The entire of one uniform must be worn each day, not a mix and match of the two. Students may be asked to wear a specific uniform for special occasions. If it this is the case, students and parents will be given notice.

Students are exempt from wearing their school uniforms on free dress days and activities. Students however, at all times are required to dress according to occupational health and safety, anti-discrimination legislation and the Sun Safety Strategy on such days. On these casual dress days, students must wear clothing that is modest and functional. Caps are not permitted. Shirts must have sleeves, there are to be no exposed midriffs, there are to be no offensive logos or advertising and covered footwear is essential.

NB: Representative sports uniforms are not endorsed as part of the official school uniform and are not to be worn at school

Exemptions

Any student who requires a short-term or long-term modification, reasonable adjustment or exemption from their school's dress code can request this from the Principal (or their delegate).

Circumstances for seeking/granting variations may include:

- religious, ethnicity or cultural practices, traditions or customs (e.g., head coverings (hijab, yarmulke, turban) or aspects of personal presentation (e.g., hair)
- gender diversity (e.g., access to gender neutral and gender diverse uniform options)
- disability (e.g., reasonable adjustments for sensory, physical or other needs such as fabric variation, sensitivities or design feature)
- pregnancy
- medical/health plans
- financial hardship- MSHS is able to provide links to support agencies for assistance.

THE UNIFORM

The current junior uniform will still be considered as a correct uniform until the beginning of 2026, at which time it will no longer be considered uniform, and all students must be wearing the tartan uniform. *SENIOR JERSEYS* – Year 12 students are permitted to wear Monto SHS senior jerseys with their sports uniform. *BLAZERS* – Bottle green with MSHS logo (optional). Please note, there is a limited supply of the boys, black drill short. The P&C will no longer be stocking this short. The boys, black drill, formal short, will need to purchased elsewhere.

FORMAL UNIFORM- MALES

Available from Monto SHS P&C Uniform shop.



Black, cotton drill short.



FORMAL UNIFORM- FEMALES

Available from Monto SHS P&C Uniform shop.



SPORTS UNIFORM- ALL

Available from Monto SHS P&C Uniform shop.



WINTER UNIFORM

Available through Heilbronn's Fashionland/Menswear.

Students can wear either the bottle green, polar fleece jacket or the black soft-shell jacket during the colder months.



Available through Monto SHS P&C uniform shop.



Black JB's Softshell Jacket
Style: 3LJ



Black JB's Layer Softshell Vest
Style: 3JLV



Bottle Green or Black Microfibre Track Pant
Style: 5 336 NC



Bottle Green Polar Fleece Sports Jacket
Style: 3FJ

FORMAL UNIFORM- Junior Males- being phased out.

Will still be considered as a correct uniform until the beginning of 2026.



FORMAL UNIFORM- Junior Females- being phased out.

Will still be considered as a correct uniform until the beginning of 2026.



SPORTS UNIFORM- SPORTS SHORT- being phased out.

Will still be considered as a correct uniform until the beginning of 2026.



OUR UNIFORM STANDARDS

Personal Appearance

- **Makeup-** skin-coloured lotions/foundations may be worn to cover scars, birthmarks and acne. No other makeup is to be worn. If makeup is worn that is not skin coloured, the student will be required to remove the makeup. 'Natural' subtle foundation is the only make-up permitted. No other makeup is allowed. Students with excess make-up will be instructed to remove it. Eyeliner, mascara, eye shadow, and other makeup is not permitted. Fake eyelashes are permitted but must appear natural. Exemptions to this may be applied for through the Head of Department for special events such as the Senior Formal.
- **Hair colour and style-** hair must be neat, clean and tidy and comply with workplace health and safety provisions, including facial hair. Hair must be a natural shade of colour (no extreme or bright unnatural colours permitted). Plain hair ties, scrunchies, ribbons or clips must be black, bottle green or white. Style cuts and colours deemed by the Principal to be extreme or likely to negatively impact on the intent of the Student Dress Code are not permitted. Long hair must be restrained in workshops, kitchen and laboratory areas, or practical activities due to Workplace Health and Safety.
- **Fingernails** should be an appropriate length (minimise the risk of injury to self or others). Clear nail polish may be worn, not other. Fake nails are not permitted. Exemptions to this may be applied for through the Head of Department for special events such as the Senior Formal.
- **Tattoos** – permanent or semi-permanent: Students who have permanent or semi-permanent tattoos must have them covered when in school uniform or participating in school events.
- **Footwear-** Departmental instructions on safety procedures adopted by all schools in Queensland clearly states that for science laboratories, kitchens, manual arts workshops and art rooms, feet must be covered with tongue and laces. Thongs, sandals, open weave shoes, etc., must NOT be worn. Students with an injured foot must wear closed-in footwear on the 'good' foot. Multi-colour or fluorescent colours, white, hi-tops, slip-on shoes or ballet flats, or boots are not acceptable
 - **Formal Uniform** – black closed in footwear. (Consider black leather shoes, joggers)
 - **Sports uniform** – predominantly black sports shoes.
 - **SOCKS** – plain white or black (the pair must be worn in same colour)
 - **Stockings & Leggings**– Black Opaque 70+ denier stockings may be worn as required due to cooler weather. Stockings may be worn underneath the formal skirt. Plain black full-length leggings (no branding, patterns or ribbing), socks must be worn as well, to only be worn under formal skirt or long pants, not shorts, and not on their own.

- **Hats and Headwear-** students must wear a broad brimmed hat with a minimum brim measurement of 8 – 10cm (in compliance with the Sun Safety Strategy) whenever they are exposed to the sun – for HPE lessons, sport activities or when participating in games or sports or sitting in the sun during recess. Caps are not permitted to be worn at school. Students are required to wear hat when in the sun. Students without a hat at break times will be required to stay in the shade. Head coverings of cultural or religious significance are permitted in MSHS colours. Accessories are not permitted. These include but are not limited to bandanas, beanies, scarves, and other brightly coloured headwear.
- **Jewellery-** jewellery is limited to two plain, silver or gold, ear studs or sleepers per ear. A watch and school badge are the only other items of jewellery that are permitted to be worn at school. There are to be no visible body or facial piercings at school or school related activities. Students with these piercings must have them covered by a flesh-coloured band aid, including nasal piercings. The main purpose of this limitation is self-protection and Workplace, Health and Safety requirements. Students wearing unacceptable jewellery will be asked to remove the jewellery and will be responsible for its safe storage. Neck Scarves are not permitted to be worn at school.

Safety Regulations

Should the dress of students not comply with the safety regulations set down for certain subjects and activities, those students will be refused entry to work in those areas, and other relevant work will be provided in a supervised environment.

NON-COMPLIANCE WITH STUDENT DRESS CODE

There are two categories. These are:

a) Inappropriate dress – refers to clothing apparel that a student may wear which could be deemed to be:

- i) Offensive;
- ii) Likely to disrupt or negatively influence the normal operation of the school;
- iii) Unsafe for the student or others;
- iv) Likely result in a risk of health of the student or others.

b) Reasonable dress – refers to clothing apparel that is socially acceptable but does not conform to the school dress code.

Any student, who is wearing clothing that is deemed non-compliant but reasonable dress, must present a note, signed by parents or caregivers providing the reason for their non-compliance, to their Form Class teacher or the office. Students who are consistently choosing to be out of uniform will have their parents contacted and the Student Code of Conduct will be applied.

If a student does not comply with the dress code – the school may impose one of the following sanctions –

- a) in exceptional circumstances where a student is unable to wear the approved uniform, a uniform exemption may be issued for a negotiated period of time. In case of genuine hardship, the school may provide a student with part or full uniform. This will be a short-term option and it is the responsibility of parents to ensure that their child/ren are dressed in correct uniform
- b) covering of the item
- c) removal of the item
- d) contact with parents/carers
- e) detention of the student
- f) prevent the student from attending, or participating in, any activity for which the student would have been representing the school
- g) prevent the student from attending any school activity until the uniform issue is resolved. Opportunity will be provided for all students to complete school work if students are prevented from participating in school activities.

NB: Representative sports uniforms are not endorsed as part of the official school uniform and are not to be worn at school.

NON-COMPLIANCE PROCEDURE-

- Students who are unable to wear the uniform on a given day for a legitimate reason must bring a note from their parent/carer explaining the circumstances.
- Students who are out of uniform must wear clothes that are as close as possible to the school uniform.
- The student's Form Class Teacher will record a uniform pass on ID Attend.
- If a student arrives late to school, after signing in at the office, office staff will complete an exemption slip and record on ID Attend. In this case, an out of uniform Exemption Slip provided to student.
Students with three uniform infringements within a term, and whom parent/carer have failed to contact the school to explain/justify the uniform infringements will result in the Form Class teacher referring this as a behaviour to the YLC. The YLC will then make contact with parent/carer to discuss the infringement and YLC will follow in-school disciplinary action according to Student Code of Conduct.

A) OUT OF UNIFORM-No note but has a valid reason

- ➡ Form class teacher to discuss with student reasons for being out of uniform.
- ➡ Valid reason - Uniform pass recorded by form class teacher, recorded on ID Attend- authorised

B) OUT OF UNIFORM- With a note from parents with a valid reason

- ➡ Form class teacher to sign and date, and store in manual roll.
- ➡ Uniform pass recorded by form class teacher, on ID Attend- authorised

C) OUT OF UNIFORM- No note and no valid reason (behaviour choice)

- ➡ Form class teacher to discuss with student reasons for being out of uniform.
- ➡ No valid reason provided. Uniform infringement documented on ID Attend- unauthorised.
- ➡ After three occurrences within a term, YLC will follow in-school disciplinary action according to Student Code of Conduct

STUDENT WITH NON-PERMITTED JEWELLERY

- Form class teacher to discuss with student, MSHS Student Dress Code policy and expectations.
- Student to remove jewellery and store safely. They may be permitted to take to the office for safe storage.
- If refusal to remove, record as a behaviour incident in One School
- Students who put jewellery back on after removal- will have this behaviour recorded as a behaviour incident in One School

STUDENT WITH NOTICEABLE MAKE-UP

- Form class teacher to identify student and refer student to HOD JS or HOD SS for removal of makeup.

Responsibilities

Parents/carers of students at Monto State High School:

- Ensure your child/ren have access to formal and sport school uniforms every day including correct winter uniform options.
- If applicable, ensure your child/ren are wearing appropriate jewellery and/or make-up is subtle and natural looking.
- Ensure your child is wearing reasonable dress on free dress days that is modest and functional. Shirts must have sleeves and does not expose the midriff area.
- Will write a dated and signed note with a valid reason each time their child/ren is out of uniform. Parents can also communicate with the school via phone call to the administration office or email administration if more convenient. admin@eq.edu.au
- Will support their child/ren to ensure they are compliant with uniform policy.

Students of Monto State High School:

- Will wear the correct uniform each school day.
- Will wear a broad brimmed hat whenever in the sun.
- Where applicable, will wear appropriately coloured hair ties and/or ribbons in their hair.
- Will ensure their hair is of a natural shade of colour (no extreme or bright unnatural colours).
- Where applicable, will wear a limit of two plain ear studs or sleepers per ear, a watch, school badge. They will be responsible for any jewellery that must be removed due to being unacceptable.
- Where applicable, will cover visible and facial piercings with skin coloured tape/band aid.

Staff at Monto State High School:

- Will be fair and equitable when following the uniform policy and procedures.
- Will be supportive towards students and families in ensuring the uniform policy is followed.
- Will communicate with parents to discuss concerns.

Endorsement

Monto State High School uniform and dress code policy and procedure has been endorsed by the Monto SHS P&C.



Miss Stacey Hyland
Principal
November 2023



Mr Scott Brady
P&C President
November 2023