



NOSSAL HIGH SCHOOL STUDENT DRESS CODE POLICY

1. Purpose:

- 1.1 This policy outlines the Nossal High School Dress Code which promotes a sense of identity and pride, and cohesion and good order in the school.
- 1.2 This policy outlines the Nossal High School Dress Code endorsed by School Council and implemented by NHS staff

2. Scope:

- 2.1 This policy applies to staff, students and parents/carers of Nossal High School and their responsibilities in complying with the NHS Dress Code at all times

3. Policy Statement:

General

- 3.1 This policy outlines the Nossal High School Dress Code requirements for the correct wearing of Academic Uniform (Summer and Winter) and Sports Uniforms and the responsibilities of students, parents/carers and staff in ensuring compliance with the policy.
- 3.2 This dress code reflects the values of the school community

4. Responsibilities:

Compliance, monitoring and review

- 4.1 When enrolling at Nossal High School, students and their parents/carers receive an Enrolment package which includes information pertaining to the NHS Dress Code and school uniform requirements.
- 4.2 When commencing at Nossal High School, students agree to the rules and responsibilities and sign their consent in the Enrolment Agreement (Appendix A) to abide by these rules and responsibilities. This signed consent is stored in students' confidential files in Administration.
- 4.3 The Executive Leadership Team are responsible for sharing the NHS Dress Code with staff at the beginning of each school year and throughout the year, informing staff of where the policy is located.
- 4.4 It is the responsibility of Nossal High School staff to be familiar with, comply with and enforce the NHS Dress Code. When breaches of the rules are noticed, NHS staff must document the breach on Compass chronicle and follow up with tutorial staff, House Leaders, the Executive Leadership Team, students and parents/carers, as deemed appropriate.
- 4.5 It is the responsibility of Nossal High School students and parents/carers to be familiar with and comply with the NHS Dress Code as documented in the Enrolment package and the Student Study Planner.

Reporting

- 4.6 No additional reporting is required

Records Management

- 4.7 Staff are responsible for documenting breaches and maintaining student chronicle posts to ensure compliance with the NHS Dress Code

5. EVALUATION:

5.1 This policy will be reviewed annually by School Council and the Executive Leadership Team.

5.2 The school council should carefully consider different forms of consultation that will be undertaken in developing or reviewing a dress code (Appendix C: The Consultation process)

6. RELATED LEGISLATION AND DOCUMENTS:

6.1 Implementing and Enforcing Dress Codes: <https://www.education.vic.gov.au/school/principals/spag/management/Pages/implementing.aspx>

6.2 Developing and Reviewing Dress Codes:
<https://www.education.vic.gov.au/school/principals/spag/management/Pages/developing.aspx>

6.3 Dress code exemptions:
<https://www.education.vic.gov.au/school/principals/spag/management/Pages/exemptions.aspx>

6.4 Help with providing school uniform due to financial hardship:
<https://www.education.vic.gov.au/school/parents/financial/Pages/uniforms.aspx>

6.5 Good practices case studies – Student Dress code:
<https://www.education.vic.gov.au/Documents/school/principals/spag/management/Good%20Practice%20Case%20Studies-%20Student%20Dress%20Codes.pdf>

7. THIS POLICY IS AVAILABLE ON THE FOLLOWING PLATFORMS:

7.1 School website <http://nossalhs.vic.edu.au/> (Resources and FAQ tab – Uniform)

7.2 Student Study Planner

8. APPROVAL AND REVIEW DETAILS:

Date Implemented	20th November 2018
Author	Assistant Principal - School Operations
Approved By	Nossal High School Council
Approval Authority (Signature & Date)	
Proposed Review Date	October 2021
Responsible for Review	Assistant Principal - School Operations
Date Reviewed	
Amended - YES or NO	

9 APPENDICES:

Appendix A: Student agreement form

Appendix B: 2019 Nossal High School Dress Code Implementation Documentation

Appendix C: The Consultation Process

10 FEEDBACK:

10.1 Nossal High School staff, parents/carers and students may provide feedback about this document by emailing nossal.hs@edumail.vic.edu.au.



APPENDIX B: 2019 NOSSAL HIGH SCHOOL DRESS CODE IMPLEMENTATION DOCUMENTATION

UNIFORM

The Nossal High School uniform has been designed to be distinctive, using a classic style with a contemporary feel. School uniform is a visible sign of the school as an entity and the individual student's membership of the school. Uniform policy is set by School Council and implemented by staff. Wearing our uniform symbolises both the wish to belong to the school and pride in the school. Students who are enrolled at Nossal High School accept the responsibility to wear the school uniform on all school days, when they are travelling to and from school and representing the school out of hours. They should do so in a manner that brings credit to the school. Parents/carers also accept the responsibility of supporting their children to ensure the correct uniform is worn at all times.

1. General Uniform Expectations

- 1.1 PSW is the official uniform supplier for Nossal High School. Second hand uniform items can be purchased from the PFA Second Hand Uniform Shop throughout the year and/or at the PFA's annual Second Hand Book and Uniform Sale held in early December. All uniforms must be embroidered with the Nossal High School emblem.
- 1.2 The blazer must be worn as the outer garment when:
 - Wearing the academic uniform (except on days of excessive temperature in Terms 1&4) when travelling to and from school, irrespective of the mode of travel
 - Attending formal events including assemblies
 - At other times as required by the school program or administration
- 1.3 Students wearing sports uniform must wear the spray jacket as the outer garment when;
 - When travelling to and from school, irrespective of the mode of travel
 - Attending formal events including assemblies
- 1.4 The Year 12 jackets may be worn as the outer garment when travelling to and from school, however the Nossal blazer must be worn to all official school events including Speech Night and House Performing Arts Festival.
- 1.5 Under no circumstances is the jumper to be worn as an outer garment to and from school. Students are only permitted to wear their jumper as the outer garment while in school.
- 1.6 Approved religious attire that falls outside of the general uniform guidelines may be worn throughout the entire year in any of the school uniform colours. Long-sleeved and extra length dresses can be ordered from PSW at an extra cost although there is up to a 12-week wait time.
- 1.7 Sports uniform may only be worn to and from school on days when students have timetabled practical Physical Education classes.
- 1.8 Use of the Fitness Centre, sport training and Inter-house sports competitions, etc require students to bring their sports uniform and change into and out of it.
- 1.9 Under no circumstances should the academic and sports uniform be worn together or mixed.
- 1.10 Under no circumstances should the winter and summer uniform be worn together or mixed (eg; tights must not be worn with the summer dress, scarves must not be worn with the summer uniform)

ACADEMIC UNIFORM

2. Summer Academic Uniform - Term 1 and Term 4

Students select from:

- Nossal summer dress/shorts, worn at a length of at most one visualised horizontal hand above the knee
- Nossal grey trousers
- Nossal shirt. Choose from:
 - o Short-sleeved Nossal shirt - may be worn untucked (in summer only)
 - o Long-sleeved Nossal shirt (either ecru or striped) - must be worn tucked in
- Nossal tie (optional with the short-sleeved shirt, compulsory with the long-sleeved shirt)
- Nossal jumper
- Nossal blazer (compulsory)
- Plain black anklet or knee-high socks (compulsory)
- Plain black leather lace up school shoes (no T-bars or slipper-style shoes)



NOSSAL HIGH SCHOOL

SUMMER ACADEMIC UNIFORM - TERM 1 & 4, 2018



110060 Tie
Polyester
• Stripe in school colours



1101015 Short Sleeve Hip Shirt
Polyester Cotton Poplin, Stripes 110gsm
Short Sleeve Shirt with a 2 piece stand up collar
• Left Chest Pocket with embroidered logo
• Back Yoke with 4 hole button front placket
• Longer length for tucking into shorts/trousers
• LFF rating 35+



S/S Blouse with Dart
Polyester Cotton Poplin 110gsm
Long Sleeve Shirt with a 2 piece stand up collar
• Curved pattern for fit
• Rounded hem for wearing out or tucked in
• Button front placket and cuffs
• LFF rating 35+



1103010 Pleated Formal Short
Polyester Viscose Gabardine 280gsm
Smart formal quality traditional shorts
• Zip fly with front pleats
• Full belt loops
• 2 internal side pockets
• Rear hip pocket with button
• Right hand side coin pocket



1100769 Tailored Short
Polyester Viscose Gabardine 280gsm
Smart formal quality short
• Zip fly front with pleats
• Collar hem
• 2 internal side pockets



1100014 Summer Dress
Polyester Cotton Yarn Dyed Poplin 110gsm
Pinnace line summer dress with open back and Contrast Collar
• Inserted front and back pleat
• Full action back
• Open reverse collar with button placket
• Geometric hem
• Right side zip pocket
• LFF rating 35+



8303200 College Backpack with Laptop Insert
Top Strap System with PVC Coating



2512000 Turnover Knee Hi Socks
White & Black - 3 Pack
Customly constructed designed to fit perfectly below the knee.



2511000 Turnover Anklet Socks
Black - 3 Pack

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The Uniform Specialists



3. Winter Academic Uniform - Term 2 and Term 3

Students select from:

- Nossal winter skirt/shorts, worn at a length of at most one visualised horizontal hand above the knee
- Nossal grey trousers
- Long or short-sleeved Nossal shirt (either ecru or striped) - must be worn tucked in
- Nossal tie (compulsory)
- Nossal jumper
- Nossal blazer (compulsory)
- Plain black anklet or knee-high socks or opaque black tights.
- Plain black leather lace up school shoes (no T-bars or slipper-style shoes).

3.1 Students are permitted to wear layers and long sleeve tops under their school uniform for additional warmth, as long as these additional garments are not visible. Shirts are to be worn completely buttoned with the tie neatly and correctly positioned.



4. Sports Uniform

4.1 All students are required to wear sports shoes with non-marking soles during Physical Education classes. Ankle boots, t-bars, slip-ons or slipper style shoes are unacceptable due to the risk posed in causing injury. Nossal High School Sports Uniform is as follows.

- Sports shoes with non-marking soles
- Nossal t-shirt
- Nossal rugby jumper
- Nossal micromesh shorts (the hem is not to be taken up)
- Nossal track pants
- Nossal spray jacket
- Nossal baseball cap
- Sport socks

4.2 Skins or other compression sportswear may be worn during sporting activities but must not be visible at times other than during sport activities. They must not be worn to, from and around school.

4.3 Students are expected to wear the Nossal Sport Uniform or the Nossal-approved Competition Uniform (supplied by the school) when they are representing the school in sporting competitions.



NOSSAL HIGH SCHOOL

CURRENT SPORTS UNIFORM



1100791 Nylon Spray Jacket with Contrast
Showerproof Nylon with Fleece Lining

- Elastic Cuffs
- Tuckaway hood
- Full zip front
- Falls into small package to be tucked away



1102703 Knit Rugby Jumper
Polyester Cotton yarn-dyed

- Multiple Stripes



1100274 - Sublimated Polo Top
Superwash Polyester Cool Wash

Special design sublimated Polo with set in sleeves

- High-resolution full colour branded design
- Unisex Fit



1100636 Baseball Cap - Wool Acrylic
Low profile baseball cap

- Adjustable fastening
- 6 Panel design
- One size



1110470 Trackpants with Cuff Zip Pant
Polyester Cotton Fibre 325gsm

- Double-lined waist with internal drawcord
- Exposed zip pockets in both side seams
- Rib cuffs with zip opening



1100650 Micromesh Shorts
Polyester Micromesh 180gsm

Lightweight moisture wicking fabric, perfect for sport. Soft, light and loose fitting for extra comfort.

- FITS micromesh anti-moisture fabric to keep you dry
- Contoured elastic waistband
- Zip pocket
- Longer leg
- Released fit



2510760 Cushion Foot Sock
White - 3 Pack

Cotton with sport socks with cushion foot for extra comfort

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The Uniform Specialists



5. Students' Hair

- 5.1 Hair must be neat and tidy at all times.
- 5.2 Hair accessories must be black, rust or ecru coloured only.
- 5.3 Extreme hairstyles or unnatural hair colours are unacceptable.
- 5.4 Practical classes require students to completely tie all their hair back in either a ponytail or a bun, due to safety requirements. This includes, but is not limited to Science, PE, Systems and Food Technology.

6. Accessories/Jewellery

- 6.1 Jewellery must be simple, unobtrusive and appropriate to wear with the school uniform.
- 6.2 A watch and small plain sleepers or studs, for those who have pierced ears, are acceptable items of jewellery.
- 6.3 A single nose stud may be worn.
- 6.4 Long, dangling items, bangles, and the wearing of hand jewellery during practical classes is not permitted as they are a safety hazard.
- 6.5 Plain black scarves and gloves and plain black hats/beanies can be worn with either academic or sports uniform in winter months (Terms 2 and 3)
- 6.6 Hats with logos (other than the Nossal High school hat) are not acceptable; hats must be removed when indoors.

7. Make-Up and Nail Polish

- 7.1 Nail polish and excessive make-up is not acceptable; Students will be asked to remove nail-polish/excessive make up

8. School Bags

- 8.1 Official Nossal High School bag: a black, monogrammed, ergonomically designed backpack.

9. Out of Uniform Procedures

- 9.1 Students who are unable to wear the correct school uniform are required to provide a note from home, indicating the reason and the length of time needed to return to correct uniform. They should:
 - 9.1.1 Report to the Attendance Officer before the start of tutorial. This will be entered onto Compass Chronicle (grey) and the student will be supplied with a school uniform from the storage cupboard.
 - 9.1.2 Change into the appropriate uniform for the day using school-supplied uniform.
 - 9.1.3 Return the school supplied uniform to the Attendance Officer at the end of the day or the following morning, labelled with their name.
 - 9.1.4 If, after reasonable attempts have been made for the return of the school-provided uniform, parents/carers may be charged the cost of replacement.
- 9.2 Students who are unable to wear the correct school uniform and who do not provide a note from home, should:
 - 9.2.1 Report to the Attendance Officer before the start of tutorial. This will be entered onto Compass Chronicle (grey) and the student will be supplied with a school uniform form the storage cupboard.

9.2.2 The student will be assigned a Nossal Service Duty.

9.2.3 Change into the appropriate uniform for the day using school-supplied uniform.

9.2.4 Return the school supplied uniform to the Attendance Officer at the end of the day or the following morning, labelled with their name.

9.2.5 If, after reasonable attempts have been made for the return of the school-provided uniform, parents/carers may be charged the cost of replacement.

9.3 Teachers (tutorial, subject and duty) are to be vigilant in ensuring students are wearing the NHS school uniform correctly. Students out of uniform need to be spoken to by the teacher, sent to the Attendance Officer for school-supplied uniform, if required, and document the breach on Compass chronicle (grey).

9.4 Students wearing non-compliant uniform, including long sleeved tops under t-shirts, hoodies, caps etc will have the clothing/item confiscated by the teacher.

9.5 If students have breached the NHS Dress Code on three separate occasions, parents/carers will be contacted by the House Leader.

9.6 Further breaches will be referred to the Head of House and/or Principal class.

10. Dress code on Free Dress Days and at School Carnivals (Swimming, Athletics)

10.1 Dress code on Free Dress Days and at School Carnivals (Swimming, Athletics) should promote:

- a sense of identity and pride in NHS and should be consistent with the values of the school associated with wearing the school uniform
- ensure students' appearance reflects the expectations of their school community
- enhance the profile and identity of the school and its students with the wider community
- enhance individual student safety and group security
- ensure all students are dressed safely and appropriately for school activities
- prepare students for the expectations of workplaces
- encourage students to present themselves appropriately for a particular role

10.2 The NHS Dress Code recognises that the school is a workplace for teaching and support staff.

10.3 In alignment with the above guidelines the following attire is not suitable for the school/workplace:

10.3.1 Revealing Bathers/Swimwear which are not suitable for swimming

10.3.2 Thongs and footwear that is not enclosed as this poses a significant health and safety risk and slipping danger

10.3.3 Singlet tops as these do not provide adequate protection from the sun and potential sunburn

10.3.4 Shorts/skirts that are more than one horizontal band above the knee.

10.3.5 Tops that show bare midriff.

10.3.6 T-shirts/sweaters/tops that have offensive images, languages or slogans.

APPENDIX C: THE CONSULTATION PROCESS

The school council should carefully consider the forms of consultation that will be undertaken in developing or reviewing a dress code. Consultation may include:

- letters to parents/carers
- surveys
- information in newsletters
- public meetings
- student meetings
- focus groups
- information on the school website.

This consultation process should:

- explain the purposes of the dress code and the reason for any proposed changes
- guarantee opportunity for the viewpoints of parents/carers, teachers and students to be expressed. The mechanism for consultation should be identified in the student dress code policy or, alternatively, be recorded in school council minutes
- where appropriate, translate material into community languages, or employ an interpreter for meetings
- outline any proposed changes to uniform supply arrangements
- provide for careful consideration of any information and viewpoints collected in the consultation process before finalising the decision-making process
- seek out and consider the views of different groups within the school community (such as from different cultural, religious or ethnic backgrounds or other groups that may have special needs)
- allow for careful consideration of the practicality of garment design, materials used in construction, and the cost implications of proposed items
- provide a timeline for implementation of the dress code.

The school council must be able to demonstrate to its school community that it has considered the cost implications of its selected school uniform and taken into account the ability of its parent population to afford it.

Important: School councils should document their dress code consultation and development process as evidence that they have consulted with their school community. The school council's dress code policies may be required as evidence or used by bodies such as Ombudsman Victoria in resolving disputes.