



DRESS CODE

This policy provides guidelines and expectations for attire at Perth Montessori, ensuring alignment with the school's mission, vision, values, and philosophy, as well as relevant legislation. It applies to all students, employees and volunteers when on school premises or representing the school externally.

APPROVAL

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1. OVERARCHING PRINCIPLES

At Perth Montessori, we encourage independence, respect, and lifelong learning. Our dress code supports these values, guiding students to make practical and socially appropriate clothing choices that align with the learning environment. Guided by Montessori and Big Picture principles, students are expected to dress in a way that promotes:

- 1.1. **Independence & Practicality** – Students are encouraged to make their own clothing choices in a way that is appropriate for their age and level of responsibility. Attire should be comfortable, sun-smart, and suitable for all school activities, including outdoor play and physical movement.
- 1.2. **Real-World Readiness** – Students preparing for internships, excursions, and workplace learning should select clothing that aligns with different environments and professional expectations.
- 1.3. **Natural Consequences & Self-Reflection** – If an outfit proves impractical, students will learn from experience and make adjustments. This approach is non-punitive but reflective, reinforcing self-assessment and adaptability.
- 1.4. **Community & Respect** – Clothing choices should respect the shared learning space, be inclusive, and avoid inappropriate or disruptive elements.
- 1.5. **Safety** – Protecting their physical and psychological safety and that of others in the environment.

2. POLICY STATEMENT

- 2.1. Perth Montessori fosters an environment of respect, safety, and professionalism. All clothing, jewellery, footwear, and accessories worn at school or during school activities must be:
 - 2.1.1. **Fit for purpose** – Suitable for the activity and free from distracting elements.
 - Shorts, skorts and skirts must sit no higher than the mid-thigh.
 - Students in AP may wear makeup that is natural and discrete (e.g. powder/foundation, mascara and lip gloss).
 - Jewellery must be minimal – studs or sleepers and one small necklace (no bracelets, rings, anklets etc).
 - 2.1.2. **Comfortable** – Allowing unrestricted movement for active learning.
 - 2.1.3. **Safe** – Avoiding physical hazards such as loose jewellery, open-toed or unsafe footwear (e.g. no crocs, thongs, rolling shoes, slides or high heels).
 - 2.1.4. **SunSmart** – Aligning with the School's Sun Protection Policy, including broadbrimmed hats and UV-protective clothing that provides adequate coverage.
 - Students in Children's House and Primary must wear the purple wide-brim uniform hat.

- Specifically, tops/shirts/t-shirts must fully cover the shoulders (i.e. no singlet tops, spaghetti straps or cap-sleeves) and must sit on the belly button or below (i.e. no cropped tops).
- 2.1.5. **Presentable** – in good condition, neat and tidy (e.g. free from holes, rips and tears), and clean.
- 2.1.6. **Respectful** – Avoiding language, slogans, symbols or imagery that are offensive and could disrupt the learning environment and risk the psychological safety of others.

3. RESPONSIBILITIES

3.1. Responsibilities of Students

- 3.1.1. Make age-appropriate clothing and accessory choices within the guidelines of this document.
- 3.1.2. Respond with grace and courtesy to feedback or reminders about dress expectations and abide by staff requests for modification of dress.

3.2. Responsibilities of Parents & Caregivers

- 3.2.1. Support students to make age-appropriate clothing choices within the guidelines of this policy.
- 3.2.2. Be aware of specific dress requirements for certain activities such as sport, excursions, camps and performances etc.
- 3.2.3. Ensure students have suitable attire for special activities (e.g., sport, excursions).

3.3. Responsibilities of Staff

- 3.3.1. Model appropriate clothing choices in line with school expectations.
- 3.3.2. Provide clear, timely guidance on dress expectations for activities.
- 3.3.3. Implement the policy with their students.

3.4. Responsibilities of the Principal

- 3.4.1. Oversee policy implementation and enforcement.
- 3.4.2. Provide clarification and adjustments as needed.
- 3.4.3. Disseminate policy information to the school community.

3.5. Responsibilities of the Board

- 3.5.1. Review and approve policy updates to ensure continued relevance.

4. GUIDELINES

4.1. Children's House and Primary

4.1.1 The following uniform items are compulsory for Children's House and Primary: the purple wide-brimmed hat and the library bag.

4.2 Children/students and employed staff can choose to wear a uniform.

4.2.1 The uniform for Children's House and Primary students consists of a purple polo tshirt, purple zip-up hooded jacket with black shorts, skorts, tracksuit pants and leggings, and a purple polo dress.

4.2.2. The uniform for students in the Adolescent Program consists of a black and purple polo t-shirt, a purple and black varsity jacket with black shorts, skorts, tracksuit pants and leggings, and a purple polo dress.

4.2.3. The uniform for employed adults consists of a polo t-shirt, black weatherproof jacket and varsity jacket.

4.3 Children, students and employed staff can choose their own clothing and accessories within the guidelines of this dress code and in accordance with the policy statement (p. 1).

4.3.1 Students from AP must wear a brimmed hat or cap when outdoors.

5. PROCEDURES

5.1. Communicating Expectations

5.1.1. The dress code will be included in enrolment materials and the family handbook.

5.1.2. Staff will provide verbal reminders and written guidance if needed.

5.2. Specific activities and special events, including excursions

The organisation and management of any activity or event that requires particular clothing and/or accessories will be clearly communicated in the information to students and parents. This can include but is not limited to a direction requiring students:

5.2.1. Wear the uniform (polo t-shirt) or an item of a particular colour (purple).

5.2.2. Wear specific attire suited to the activity's purpose or occasion, such as a rash vest for outdoor swimming, sports shoes or hiking shoes for a bush walk.

5.2.3. Tie hair back for safety.

5.2.4. Not wear jewellery or particular accessories.

5.3. Addressing Non-Compliance

5.3.1. Step 1 - Minor Issues: A respectful conversation with the student and, if necessary, a request to adjust attire.

5.3.2. Step 2 - Ongoing Concerns: A discussion with parents/caregivers and guidance on expectations. Repeated non-compliance may result in the student being provided with appropriate clothing to wear for the day.

5.3.3. Step 3 - Major Issues: If attire presents a safety risk, temporary alternative clothing may be provided by the school.

6. POLICY ENFORCEMENT & REVIEW

6.1. Policy Review & Updates

6.1.1. The Principal and Board will review the policy after six months initially, and then biennially.

6.1.2. Community feedback will be considered through consultation.

7. DEFINITIONS

Term	Definition
Attire	Items including clothing, hats, jewellery (necklaces, rings, earrings, bracelets, anklets, body piercings, and brooches), hair ties, headbands, hair clips, sunglasses, scarves, and footwear.
Age-Appropriate	Clothing considered suitable for children at different developmental phases, as referenced in Montessori's Planes of Development: First Plane (0-6 years), Second Plane (6-12 years), Third Plane (12-18 years), and Fourth Plane (18-24 years).
Board	The governing body of Perth Montessori School Inc., comprising the Chairperson, Principal, and Directors elected by the Members at the Annual General Meeting.
Camp	An extended excursion that includes an overnight stay of at least one night at a location outside of the school.
Children, Students	The 'clients' of Perth Montessori School who attend for their education.
Comfortable	Promotes a feeling of ease in the wearer, ensuring their personal preferences and sensory needs are able to be met.
Employees	Staff paid to provide education and support services to the Perth Montessori community. Their employment may be permanent, casual, and contractual.
Excursions	Outings in which the children/students leave the school grounds to learn in alternative locations and participate in specific activities related to their studies.
Fit for Purpose	Clothing and accessories that enable the wearer to fully participate in school activities, are not associated with unrelated activities or settings, and do not distract others from their learning.
Independence	Both a value espoused by the School and a characteristic intended to cultivate, it refers to the ability of the child/student to exercise their free will in accordance with their personal belief system and societal expectations.
Leaving to Learn	An excursion or outing specific to student in the Adolescent Program that focuses on a personal or group interest to explore.

Respectful	Clothing choices that demonstrate consideration for oneself, others, and the learning environment. This includes avoiding attire with offensive language or imagery, ensuring cultural sensitivity, and maintaining suitability for a shared space.
Safe	Free from unacceptable risk of harm and supported by conditions, practices and relationships that protect a person's physical, emotional and psychological wellbeing. Regarding attire, it is such in which students are protected, feel secure, and are able to participate, learn and develop with appropriate care, supervision and support.
Seasonal	Related to the weather – dress or clothing particularly suited to warm or cold temperatures.
SunSmart	Clothing that maximises protection from harmful UV exposure, including SPF 50+ fabrics, tops covering shoulders and midriffs, longer shorts or pants, broadbrimmed or legionnaire hats, and sunglasses.
Volunteers	Individuals with permission to undertake unpaid work or study for the purposes of providing educational or pastoral care services to our students.

8. RELEVANT LEGISLATION & POLICIES

- 8.1. **Equal Opportunity Act 1984 (WA):** prohibits discrimination on various grounds, including sex, race, and religious conviction.
- 8.2. **Sex Discrimination Act 1984 (Cth):** A federal law that prohibits discrimination on the basis of sex, sexual orientation, gender identity, intersex status, marital or relationship status, pregnancy, and breastfeeding. Schools are required to provide uniform options that are inclusive of all gender identities
- 8.3. **Disability Discrimination Act 1992 (Cth):** This Act makes it unlawful to discriminate against individuals on the grounds of disability. Dress codes should be flexible to accommodate students with disabilities, ensuring they can wear attire that meets their needs without facing discrimination.
- 8.4. **Racial Discrimination Act 1975 (Cth):** This legislation prohibits discrimination based on race, colour, descent, or national or ethnic origin.
- 8.5. Behaviour Management Policy
- 8.7. Student Code of Conduct
- 8.8. Sun Protection Policy
- 8.9 Work Health and Safety Policy

9. REVISION HISTORY

#	Date	Owner	Change
v1.0	21/02/2025	Board	New policy
v1.1	18/3/2026	Sally Alderton	Minor revisions to reflect feedback from six-month review.