



STAFF DRESS CODE POLICY

RATIONALE

A staff dress code establishes a sense of professionalism and pride and identifies staff as key people within the school community. Issues of equality, health and safety and expense are also factors that need consideration. Staff working at Plenty Parklands Primary School represent the school to the local and broader community. The professional presentation of staff is dependent on staff dressing in a manner which fits within the norms of the school community and at the same time, allows staff to perform their duties safely and comfortably.

AIMS

To establish a practical and **professional dress code supported by staff.**

IMPLEMENTATION

In support of the professionalism of our staff, we have chosen to implement a staff dress code.

The dress code has been developed after a process of staff consultation.

The dress code outlines minimum dress expectations and requirements.

The minimum staff dress code expectations require:

- Name badges to be worn at school and school events.
- Clothing commensurate to a professional work environment and appropriate to the task being undertaken, including no 'revealing' or offensive or inappropriate logos and no denim.
- *Clothing such as jeans, other than on camp, casual shorts, shoe string tops and/or singlets, not be worn. This includes curriculum and planning days held on school premises and excursions when staff represent PPPS and the profession as a whole to the general public.*
- Tailored shorts, not shorter than just above the knee.
- Sunsmart clothing and a hat on yard duty or when working with students outside in between September and the end of April, or other designated Sunsmart times.
- Male members of staff to wear shirts/tops with sleeves.
- Visible tattooing to be covered and no outlandish hair colours or excessive body piercing.
- *Neat and appropriate tracksuits* be worn only on days when sporting activities are undertaken.
- Footwear that is suitable for the tasks being undertaken by the staff member. Staff need to consider Occupational Health and Safety issues when selecting footwear for work. Rubber thongs and beach sandals are not considered appropriate footwear for professional educators as they do not portray a professional image as well as posing unacceptable workplace health and safety risks. Open toed, backless and high heeled shoes are worn at the wearer's own risk. Staff are advised to wear protective footwear for activities such as gardening etc.
- Staff are advised to wear sports shoes when taking PE/Sport classes.
- Visual Arts staff to wear protective clothing and safe footwear as deemed necessary.
- Physical Education staff to wear appropriate smart casual sports clothing, a Sunsmart hat as above and safe footwear.
- Contract cleaners/gardeners to wear appropriate clothing and safety regulation footwear to suit the job requirements, including a shirt and badge identifying their name and company.
- Contract IT technicians to wear appropriate casual or business like clothing in line with the above implementation guidelines and safe footwear.

In addition to the minimum dress code, staff have agreed upon a non-compulsory staff uniform that consists of items such as polo and sports tops in school colours.

Staff uniform items will carry an embroidered school logo, enabling staff to claim them as a tax deduction.

Issues or concerns relating to the staff dress code are to be directed to the principal class, or raised through our Feedback Station or as an agenda item at staff/teacher/ES meetings.

EVALUATION

This policy will be reviewed to reflect best practice, DET guidelines and at times when the principal class believes that staff dress code issues warrant a review or when raised by staff concern.

REVIEW CYCLE

This policy was last updated in **October 2017** and is scheduled for review in **October 2020**.

Endorsed by School Council in October 2017.