

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:

- That name badges be worn at school and school events.
- That staff wear clothing commensurate to a professional work environment and appropriate to the task being undertaken.
- *That clothing such as jeans and shorts, other than on camp, casual shorts, shoe string tops or singlets, not be worn. This includes curriculum and planning days held on school premises and excursions when staff represent PPS and the profession as a whole to the general public.*
- Tailored shorts, not shorter than just above the knee, can be worn.
- Staff are reminded to wear Sunsmart clothing and a hat on yard duty or when working with students outside in terms 1 and 4, or other designated Sunsmart times.
- That sleeveless tops are not appropriate clothing for male members of staff.
- That staff cover visible tattooing and avoid outlandish looking hair colours and excessive body piercing.
- That *neat and appropriate tracksuits* only be worn on days when sporting activities are undertaken.
- That footwear must be 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.
- That staff wear clothing that is not 'revealing', or offensive.
- That clothing is not to display inappropriate logos, promote inappropriate products, or contain inappropriate language or messages.
- 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 in terms 1 and 4, or other designated Sunsmart times 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 as an agenda item at staff/teacher/ES meetings.

Evaluation:

This policy will be reviewed in line with best practice and DEECD guidelines.