



STAFF DRESS CODE POLICY

PURPOSE

The purpose of this policy is to establish a staff dress code that creates a sense of professionalism and pride and identifies staff as key people within the school community. Issues of equality and health and safety are also factors that need consideration. Staff working at Orchard Grove 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.

SCOPE

The Staff Dress Code has been developed following a process of staff consultation to develop a common understanding of dress code expectations.

Clothing should represent a professional image (smart casual) both for the school and be reflective of the education role of the staff member. While interpretation of dress standards is a personal issue, the final decision on what is professional attire is at the discretion of the Principal.

- All staff must wear clothing and footwear appropriate to their role and activity in accordance with Occupational Health and Safety requirements. Proper footwear is essential to minimise the risk of a slip, trip and fall.
- Staff should wear sports shoes when taking PE/Sports classes and are advised to wear protective footwear for activities such as gardening.
- Smart fashion sneakers can be worn, however, staff should seek approval from the Principal to wear sports shoes when not attending excursions, camps or sporting events.
- Thongs are not considered appropriate footwear, and are an occupational risk. NB: for the purpose of this policy, thongs are considered to be a form of footwear which has a strap between the toes and is backless.
- Staff are not to wear revealing clothing depicting contentious words and/or graphics. Shoe string or strapless tops and clothes where the midriff is clearly in view are not considered appropriate clothing.
- Staff may need to be aware of, and respond to, potential Occupational Health and Safety risks such as 'catching risks' of large earrings, long necklaces and lanyards.
- All staff members are provided with, and expected to wear, official identification badges when representing the school, at school events and on school excursions.
- Blue denim jeans and shorts are not to be worn, with the exception of Curriculum and Professional Practice days.
- Tailored shorts/ skirts/ dresses, not shorter than just above the knee, can be worn.

- As a role model to students, staff need to wear Sunsmart clothing and a hat on yard duty or when working with students outside in Terms 1 and 4, or other designed Sunsmart times.
- Neat and appropriate tracksuits and active wear can only be worn on days when sporting activities are undertaken or on Curriculum and Professional Practice days when students are not in attendance.

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.

Concerns regarding the Staff Dress Code will be addressed through/by the Principal.

FURTHER INFORMATION AND RESOURCES

- Orchard Grove Sunsmart Policy
- Orchard Grove Occupational Health and Safety Policy

Review Cycle And Evaluation

Ratified by School Council July 2022
Schedule for review in 2026