

## STAFF DRESS CODE

### RATIONALE

Staff members working at Mount Waverley North 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 allows them to perform their duties safely and comfortably and at the same time fitting within the expectations of the school community. The staff at Mount Waverley North Primary School includes: Classroom, Specialist, Casual Relief and Student Teachers, Out of School Hours Care staff, Integration Aides, Administration staff, Cleaners, and ICT Technicians.

### PURPOSE

To maintain a sense of professionalism and pride for all staff through the development of a shared understanding of a staff dress code.

### IMPLEMENTATION

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

- All staff must wear clothing and footwear appropriate to their role and activity in accordance with Occupational Health and Safety requirements. Proper foot wear is essential to minimise the risk of a slip, trip or fall. Thongs are not permitted. Staff should refrain from wearing open toed shoes and high heeled footwear and if worn is at a staff member's own risk. Staff should wear sports shoes when taking PE/Sport classes and are advised to wear protective footwear for activities such as gardening. Staff need to be aware of, and respond to, other potential Occupational Health and Safety risks such as 'catching risks' of large earrings, long necklaces and lanyards.
- Clothing must represent a professional image both for the individual and the school and be reflective of the educational role of the staff member. While interpretation of dress standards is a personal issue, it is recommended that staff do not wear revealing clothes (e.g. low cut tops, short skirts, low cut pants or brief shorts), ripped clothing, clothing depicting contentious words and/or graphics, or excessive body piercing or tattoos. Shoe-string or strapless tops and clothes where the midriff is clearly in view are not considered appropriate clothing. Shirts with buttons and / or a collar are preferred. Jeans especially blue jeans are not the preferred dress code.
- All staff members are provided with, and encouraged to wear, official identification badges when representing the school, on official school occasions and on school excursions.
- All staff must wear an appropriate broad brimmed, legionnaire, or bucket (minimum 6cm brim, deep crown) hat outdoors from the 1st of September until the 30th of April. This includes excursions, outdoor incursions and school camps, Physical Education and Sport programs, Interschool Sport and the Out of School Hours Care program. Sunscreen and sun protective clothing should be worn outdoors.
- Concerns regarding staff dress code will be addressed via the Principal team.

### Related Policies

- Sun Smart
- OHS

<b>Policy Approved by:</b>	School Council
<b>Effective Date:</b>	August 2017
<b>Review by Date:</b>	August 2020