Doncaster Gardens Primary School
Staff Dress Code Policy

Philosophical Basis:
The purpose of this policy is to enhance the safety of all staff, and to strengthen a sense of professionalism and pride through the development of a shared understanding of a staff dress code. It will identify staff as key people within the school community and portray a united staff team. The staff dress code should complement the Occupational Health and Safety and SunSmart policies.

Guidelines:
- The Staff Dress Code has been developed after a process of staff consultation to develop a common understanding of dress code expectations.
- Staff members working at Doncaster Gardens Primary 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 expectations of the school community and at the same time, allows staff to perform their duties safely and comfortably.
- The staff at Doncaster Gardens Primary School includes: classroom/specialist/casual relief/preservice teachers, integration aides, maintenance support staff, administration staff, and ICT technicians.
- This policy will be read in conjunction with other policies such as the Occupational Health and Safety and SunSmart policies.

Implementation:
- Clothing must represent a professional image both for the individual and the school and be reflective of the educational role of the staff member.
- Thongs are not considered appropriate footwear, and are an occupational risk. Shoe-string or strapless tops and clothes where the midriff is clearly in view are not considered appropriate clothing.
  NB For the purposes of this policy, thongs are considered to be a form of footwear which has a strap between the toes and is backless.
- While interpretation of dress standards is a personal issue, it is recommended that staff do not wear revealing clothes (low cut tops, short skirts, or brief shorts), T-shirts depicting contentious words and/or graphics, or display excessive visible tattooing and/or body piercing.
  NB For the purposes of this policy, brief shorts are considered to be shorts which do not reach the tops of the knees. Such clothing may be appropriate for special activities, such as sport.
- 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 or fall. High heeled footwear is not advised, and if worn it 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 may 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.
- All staff members are provided with, and expected to wear, official identification badges while on the school grounds, when representing the school, and on school excursions.
- All staff must wear an appropriate broad brimmed, legionnaire, or bucket (minimum 6cm brim, deep crown) hat outdoors from the beginning of September to the end of April. This will include yard duty, excursions, physical education, sport and interschool sport. Sunscreen and sun protective clothing should be worn outdoors.
- Concerns regarding staff dress code will be addressed through/by the Principal.
- Teachers, integration aides and administration staff will be expected to read and sign an agreement to comply with the Staff Dress Code. CRTS, preservice teachers and other staff will be provided with a copy of the Staff Dress Code.

Evaluation:
This policy will be reviewed every three years as part of the policy review cycle.