



STAFF DRESS CODE POLICY

Policy 2020-2023



Help for non-English speakers

If you need help to understand this policy, please contact Glenroy College on 9304 0400

Rationale:

Glenroy College's staff dress code establishes a sense of professionalism and pride, identifies staff as key people within the College community and portrays a united staff team.

Issues of equality, occupational health and safety, and expense are also factors that need consideration when establishing a staff dress code.

Ref: Ministerial orders 2009 - Order No. 199 S. 11.1.3 states that 'employee's dress and appearance should be neat, clean and appropriate to the employee's duties'.

Aims:

- To establish a practical and professional dress code supported by staff
- To present all staff professionally to members of the Glenroy College community, including students, parents, staff and visitors

The dress code, whilst not a prescriptive uniform, outlines minimum dress expectations and requirements. The dress code applies to all staff, permanent, temporary, casual and volunteer.

The minimum staff dress code expectations require:

- That staff wear clothing commensurate to a professional/College work environment
- That clothing is clean, neat and appropriate for the role of an educator, support educator or volunteer in the College
- That tracksuits and other sportswear only be worn on days when sporting activities are likely to be undertaken
- That jeans, if worn, should be neat, tidy, without rips. Blue denim jeans are not considered appropriate professional wear
- That footwear is suitable for the tasks being undertaken by the staff member and meets Occupational Health and Safety guidelines. Thongs are not considered appropriate footwear at any time. Closed toe shoes are required in practical subject areas and for activities that include practical subjects (including woodwork, textiles and foods technology). In some areas, it may be deemed appropriate for staff to wear additional footwear protection (including steel caps and/or leather protection)
- That staff wear appropriate hats while participating in outside activities. This is consistent with the expectations Glenroy College has of students
- That staff wear clothing that is tasteful and not 'revealing' or considered offensive
- That staff wear clothing that does not reveal underwear and covers the shoulders
- That clothing can only display logos, products, language or messages which are appropriate and culturally sensitive
- That clothing cannot display political messages
- That persons engaged in employment or voluntary service in the College will also follow these guidelines, as explained to them during their induction

Issues relating to the staff dress code minimum expectations will be managed by the Principal.

Communication:

This policy will be communicated to our school community in the following ways:

- Included in staff induction processes
- *Discussed at staff briefings or meetings, as required*
- Included in our staff policy handbook
- Made available in hard copy from school administration upon request
- *Uploaded to our school website*

Policy Review and Approval:

Policy last reviewed	November 2020
Approved by	Principal and School Council
Next scheduled review date	November 2023