Tank tops, camisoles, etc are not permitted. Tailored sleeveless tops are acceptable, not including singlet styles.

Dress and tailored shorts are appropriate, however board shorts are not appropriate.

No jeans or denim in general

No explicit exposure eg. cleavage, midriff, dress too short, underwear visible, etc.

Facial jewellery and/or excessive piercing are unacceptable to wear during the school terms

Tattoos need to remain covered.

Implementation
The Principal will ensure that all staff members are aware of the dress code expectations on a yearly basis and provide updates when necessary. The dress code, whilst not a prescriptive uniform, outlines minimum dress expectations and requirements. Some staff groups have Caritas College attire that can be purchased and is tax deductible.

Issues relating to the minimum dress code will be managed by the school Principal and/or Deputy Principal.

References
Charter for teachers in Catholic Schools SA (CESA/IEUSA)
CASE Manual for School Board Members 2005
Caritas College OHS&W Policies and Procedures

Review date: November 2015
Rationale for a Staff Professional Dress Code

Caritas College values the service it provides and takes pride in its professional reputation within the school and local community. There is an understanding that as professional and para-professionals we dress accordingly, and to a standard that reflects the nature of our work (such as that detailed in the National Professional Standards for Teachers). Our staff dress code establishes a sense of professionalism and collegial pride, identifies staff as key people within the school community, and portrays a united staff team. Issues of equality, health and safety, and professionalism inform our staff dress code.

In respecting the integrity of the uniform expectations of our students, it is good practice to model appropriate standards in terms of equity and leadership. In our daily interactions with students, parents, and a range of inter-agency colleagues, high dress standards are a relevant expectation.

All staff members within the School Community have responsibilities to ensure students are provided with professional and para-professional role models within the learning environment.

The Role of the School Board is to:

• Promote high educational standards by endorsing a staff dress code
• Ensure compliance with all OHS&W policies and procedures

The Role of the Principal is to:

• Provide a dress code to all members of staff which is based on the principles of professionalism, modesty, role modelling, neatness and safety requirements
• Ensure professional standards are adhered to at all times in order to support staff members in their professional role
• Ensure the dress code fulfils OHS&W policy and procedures in relation to general and specific roles performed by staff members

The Role of Staff Members is to:

• Dress professionally remembering that students are expected to wear a formal school uniform
• Ensure compliance with all OHS&W policies and procedures
• Present themselves as professional role models to families within the school community
• Present as professional role models to students, with an understanding that dress is one way of establishing clear teacher-student relationships

Procedural Guidelines for Professional Dress Code

Expectations

The professional level of staff actions and attire influence the way in which students and parents behave towards us, and Caritas College expects its staff members to:

• Reinforce a shared vision of the College and staff members’ identity as highly motivated professionals working towards a common mission in a safe, supportive environment
• Reinforce the conduct, morale, and performance of students through appropriate modelling and adherence to the vision and mission of the College
• Strengthen morale and staff members’ sense of professionalism and dignity
• Strengthen the community’s perception of the quality of the school, the teaching professional and all our staff in general

Employees, relief teachers, authorised visitors, and student teachers are issued with and required to wear an appropriate name badge. This badge must be worn in a visible manner at all times while the employee is on duty. Staff on yard duty must also wear hats and the yellow jackets that accompany the medical carry bags. It is advised that sunscreen is applied and sunglasses worn before going out on duty.

Appropriate attire

The minimum staff dress code requires that staff wear clothing commensurate to a professional work environment and in keeping with the Caritas College community’s expectations. Clothing should be appropriate for the activity being undertaken and minimise the risk of injury to the staff member.

The following criteria are to be applied by staff members:

• Staff are to model appropriate professional dress which is at least in accordance with business/office standards
• Staff dress is to be neat and tidy, and appropriately maintained
• For safety purposes all OHS&W considerations are to be fulfilled when working in specialist areas (eg aprons, protective clothing, etc)
• The College sun protection policy requires staff members wear suitable clothing to provide sun protection whilst on yard duty and other outdoor activities. All staff members are expected to wear a hat whilst on yard duty/ outdoor activities
• Thongs and sneakers (and other forms of sport shoes) are not considered appropriate, safe footwear. Staff members in specialist and/or outdoor roles are expected to adhere to OHS&W policies at all times
• Teachers required to teach HPE are able to wear general professional dress for a Physical Educator ie. track and field wear, collared, long sleeved top, hat, appropriate footwear
• Hair should be clean, and the colour and style expectations placed on students should be modelled by staff (ie. shoulder-length hair tied back, etc as per OHS&W policies)
• Footwear needs to be appropriate, with a closed toe shoe being preferable and/or dress sandals. Where shoes are worn, dress socks are required.