

STAFF DRESS CODE

Legislation:

Education and Care Services National Law (WA) Act 2012: 167

Education and Care Services National Regulation Act 2012: 168

National Quality Standard: 4.1

Occupational Health and Safety Act 1984 <http://www.commerce.wa.gov.au/worksafe>

Staying Healthy in Child Care <https://www.nhmrc.gov.au/guidelines/publications/ch43>

POLICY STATEMENT:

Unicare requires staff to be dressed in a manner that:

- *is comfortable and ensures the safety, health and hygiene of children and staff,*
- *maintains a friendly yet professional image,*
- *provides a positive role model to the children, and*
- *is sensitive to and respectful of differing backgrounds, cultures and individual needs.*

Strategies for implementation:

Clothing

- *Educators are required to dress in the Unicare uniform which must be clean, tidy and ironed.*
 - *Summer: Black mid thigh or longer pants or skirts and red sleeved top/shirt*
 - *Winter: Black mid thigh or longer pants or skirts and a combination of red or black, shirts/jackets.*

No all black.

- *Educators are provided with a \$100 annual uniform voucher to purchase the above items of their choice.*

Footwear

- *Footwear must be safe and comfortable without attachments that may cause injury to staff or children, no spiked heels, thongs or strapless shoes are to be worn.*

Hair

- *In the interests of health and hygiene staff must ensure their hair is clean and tidy, and that long hair is tied back.*
- *Staff who work in the kitchen at any time must wear a cap or disposable hairnet.*

Cosmetic jewellery and make-up

- *Unicare aims to maintain a professional appearance and health and safety of educators and therefore recommends:*
 - *Small loop earrings or studs.*
 - *Earrings or other jewellery that dangles, is sharp or pointy, or may be grabbed or pulled by a child is not to be worn.*
 - *Facial jewellery to be minimalized, piercing that may cause slurred speech may be considered inappropriate.*
 - *Natural looking make up.*

Hats and sunglasses

- *It is a requirement that staff wear a hat which provides shade to the face and neck, whenever they are outside and the UV is moderate or above, to ensure protection from the sun's harmful ultra violet rays, and provide appropriate role modelling for the children, who must also wear their hats.*
- *The centre recommends that staff also wear sunglasses whilst outside, however this is optional.*