



*Believe. Achieve. Succeed. In our hands we hold the future.*

## **Dress Code for Staff Policy**

### **What is this policy for?**

This policy sets out the dress code expected of all staff within the school.

### **The vision for history**

At Hutton CE Primary we believe that first impressions count and pupils are influenced by role models around them. All staff form an important part of that modelling process and as professionals it is important that we provide the best example of appropriate clothing for the task in hand.

We feel that all children need to have appropriate role models for professional dress and that all children understand the importance of appropriate dress at relevant times ( e.g. changing for P.E, covering clothes for art etc.)

### **When are expectations shared?**

The dress code is shared with staff as part of their induction process.

### **How are expectations shared?**

This policy sets out clear expectations and guidelines for staff, students and adults helping in school.

### **What are the expectations for staff?**

As part of safeguarding for staff and pupils it is important that staff wear clothing which is:

- appropriate to their role,
- is not likely to be viewed as offensive, revealing or sexually provocative,
- does not distract, cause embarrassment or give rise to misunderstanding
- is absent from any political or otherwise contentious slogans
- is not discriminatory

Suitable smart clothing and footwear must be worn to work.

Appropriate clothing should be worn for the occasion e.g.

- changing into sports clothing before P.E. and back into 'professional' dress afterwards.
- Wearing an art apron during messy art activities.
- suitable garments for the activity e.g. if you are sitting on the floor/crawling around outside etc decide whether trousers are more appropriate than a skirt.
- If you are attending a trip ensure appropriate wet weather garments are taken.

Tattoos/Body Art must be covered at all times.

If jewellery is worn please ensure it does not cause a health and safety hazard (i.e. being caught/grabbed etc.)

Only one set of pierced earrings are worn, other piercings are removed during the school day. Ensure all jewellery is removed during P.E. sessions.

### **The following items are not acceptable:**



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- See through garments. Please be particularly aware during summer months when items are thinner.
- Low cut tops. Please be particularly aware if you are likely to be bending in front of pupils (during first aid, talking to pupils sitting on the floor) leaning across a table.
- Crop tops (i.e. any midriff showing). Please be particularly aware if you are sitting on stools when garments may become untucked, or you are leaning across a desk.
- Underwear being revealed. Please be particularly aware of items showing above trousers etc if low waisted trousers are worn)
- Shorts (unless tailored to the knee).
- Denim items and jeans.
- Leggings with short tops
- Flip flops.

### **How do we measure success in dress code?**

The dress code is deemed successful if all adults in school are following it.

### **Resources**

### **Safety & Risk**

Staff are in a position of responsibility and trust and therefore they must attire to appropriately meet safeguarding procedures, both to protect the children and to protect themselves.

### **Community Involvement & Collaborations**

The dress code rules can be relaxed to suit the occasion, when staff are going off-site. For example jeans may be worn on camp and day visits if they are most appropriate. However, safeguarding considerations must still apply.

### **Monitoring and Evaluation**

The senior leadership team will monitor the standards of dress within school.

Information gathered is shared with the governing body.

Policy written: May 2020

Policy review: 2021

Ratified by the Local Governing Body and signed by chair or vice-chair:

Jane Barry                      15/06/2020

LGB Chair