



Staff Dress Code

Policy lead:	Nicola Glynn
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Next review date:	
Approval needed by:	

Introduction

Sir William Stanier is an 11-16 school and as such our dress code needs to reflect the professional standards expected when working with youngsters and their families and to maintain high standards of smartness and modesty.

Staff need to be aware that they are regarded as role models and consistent standards of professional attire help set a purposeful and business-like tone. Our dress code supports and reflects this and the cultural differences within the school and so our policy does allow a flexible approach that allows employees to dress in accordance with their cultural and religious beliefs.

Please note: The relevant school lanyard and ID badge to ensure staff are identifiable to other staff, students and visitors must be worn at all times.

Dress Code

Staff should dress professionally appropriately to their role so that they are seen to be acting as role models to the students.

- All staff should dress with a level of formality and smartness appropriate to their role. Staff should avoid clothing which is too informal e.g. strappy tops, low cut tops, leggings or jeans.
- Business wear – Clothing should not be see-through or exposing underwear and should discreetly limit the amount of bare flesh visible, be mindful about skirt length. Clothing should not appear to be restrictive. For men, collars and ties should be fastened.
- Informal leisure clothing, which includes leggings, tracksuits, shorts and jogging bottoms should not be worn except for PE staff who should dress appropriately for their work. Again, discreetly limit the amount of bare flesh visible, be mindful about length of shorts.
- Appropriate footwear that is smart and formal. Open toed footwear is allowed (not flip flops or backless sandals) but worn at the risk of the individual. Staff must remember that whilst open toed footwear may be safe for most of the time during the normal day to day running of a school, staff may be asked to cover some subjects where there will be more risks, e.g. Technology and Science. Trainers should not be worn except for PE staff.
- Jewellery should be discreet with visible piercing restricted to ears. Single nose studs may be worn but no nose rings. Spacers should be clear.
- Tattoos should be covered as far as is practicable. Any visible tattoos should not be offensive to others. Where they are deemed to be offensive or are of an adult nature they should be covered appropriately.
- Style and colour of hair should be consistent with our expectation of professional appearance. Hair (including facial hair) should be neat and tidy at all times. There should be no extreme hair styles or colours that are classed as unnatural.
- 'Corporate' dress may be worn as an alternative by staff in a number of areas (this will incorporate the relevant logo)
 - Teaching staff in PE
 - Site staff
- On INSET days, non-uniform days or when members of staff are on school trips where normal professional dress would be inappropriate, staff should remember that they are still representing the school and acting as role models and ambassadors for the school. On such occasions the dress code above relaxes, but there are some restrictions that should continue to apply:
 - Visible body piercings (other than earrings) and tattoos (must be covered wherever possible);

- Clothes that bear political/inappropriate/offensive slogans or 'feature' designs;

Staff who are considered to be in breach of the dress code will be advised by their manager and given the opportunity to conform. Disagreements about the appropriate dress of specific items of clothing or footwear will be referred to the Principal who will be the final arbiter on such matters. Persistent failure to comply with this code may result in disciplinary action.