



Staff Dress Code Policy

Created: July 2017

Review by: Sept 2020



Statement of Intent

This policy starts with the premise that staff should dress in a professional way. We respect our profession and respect the children we teach. How we dress is a statement of our values. As adults with responsibility for children we are in a position of trust and are seen as role models. Guidelines for appropriate dress and appearance form part of LCC's "Guideline for Safe Working Practices for the Protection of Children and Staff in Education Settings". Here is a quotation from this document:

Staff should consider the manner of dress and appearance appropriate to their professional role which may be different from that adopted in their personal life. Staff should ensure they are dressed decently, safely and appropriately for the tasks they undertake. Those who dress or appear in a manner which could be considered as inappropriate could render themselves vulnerable to criticism or allegation. This means that adults should wear clothing which:

- * Promotes a positive and professional image;***
- * Is appropriate to their role;***
- * May not be viewed as offensive, revealing or sexually provocative;***
- * Does not distract, cause embarrassment or give rise to misunderstanding;***
- * Is absent of any political or otherwise contentious slogans;***
- * May not be considered discriminatory***

These general principles apply to all adults working in our school. All adults working at St Mary's do so alongside impressionable children. Our expectations of pupil appearance are rightly very high and actually, by and large, pupils' appearance is a very high standard. It is also important that an example is set for our pupils. Where there is concern over the

appearance of an individual the Headteacher or a senior colleague will have a discrete word with the person concerned so as to address the issue.

Specific Guidance

At St Mary's we interpret these guidelines in the following dress code:

Male Staff	Female Staff
Tailored trousers	Skirt, dress or tailored trousers
Shirt (worn inside trousers)	Shirt, blouse or top*
Tie	(See clarification below)
Tailored jacket (when required)**	

** e.g. Formal occasions such as Open Evening.

Notes:

- Men's trousers: full length;
- Women's trousers: full or three quarter length;
- Skirts and dresses: knee-length or longer, without high side/rear slits;
- Tops: not transparent, low-necked, off-the-shoulder or revealing;
- Facial or visible body piercing or tattoos are not appropriate (except for earrings for women);
- Faces to be uncovered at all times;
- Hair colouring and hairstyles should not be extreme;
- Midriffs: covered and underwear should not be seen;
- During exceptionally hot weather, colleagues will be advised on relaxing the code [e.g. not wearing ties]

These garments would not be appropriate when working for a majority of time in a classroom environment:

Shorts	Leggings	Denim garments (including jeans)
Vest tops	Sweatshirts	Leisure pants/trousers
Sportswear		Hats (inside the building)
Sports shoes	Stiletto heels	Plastic/rubber flip flops

NB: On non-uniform/own clothes days staff are welcome to come to school in "non-uniform" but within the spirit of our dress code (i.e. jeans are acceptable but a miniskirt would not be).

Specialist Staff

- For staff in workshops/labs who need protective clothing, a white lab coat or similar should be worn
- For Drama staff involved in practical work reasonable adjustments may be made.

- For PE staff, appropriate sportswear should be worn.
- Teaching staff who occasionally teach PE should make every endeavour to change back into professional dress (using the nearest break/lunch break to do so)
- Site and catering staff should wear job-specific school-designated clothing as required.