

West Hill School



Professional Standard of Dress

JULY 2017
Reviewed by the Personnel Committee



A Professional Standard of Dress

West Hill is a traditional school that puts a great emphasis on a strong ethos that has evolved over many years. An important strand of that ethos is the high standard of uniform that we expect all boys to present, not only within school, but also, to the greater community. Indeed it is an expectation, held amongst all colleagues, that those boys who undermine these standards should be corrected and, often, admonished. By valuing their uniform they value their school and everything it stands for.

As a staff, we recognise that we are role models for the pupils entrusted in our care. It is one of our main responsibilities to ensure they have high standards in all that they do. Is it not fitting therefore that we also adhere to a professional standard of dress?

By formally recognising such a standard, we would hope to confirm a tradition that is already evident within the school; moreover a tradition that our own staff have created. The existence of such guidance would help new and temporary staff understand what is acceptable and what is expected. All persons representing, or working with the School would be expected to follow this guidance.

A prescriptive dress code is neither necessary nor desirable. The professional integrity of staff will almost always ensure that an appropriate standard of dress is presented to pupils, parents and colleagues. However, the introduction of certain principles would allow us to present a consistent front.

A Professional standard of dress at West Hill is one that

- Reflects the standard that we expect of our pupils
- Is professional rather than casual

In greater detail this can be interpreted as

- Gentlemen to wear shirt, tie and a jacket - which may be removed
- Ladies to wear business style/professional dresses, skirts or trousers and appropriate office style tops

The following items would not be considered appropriate; denim, leggings, revealing tops, skirts of an inappropriate length, trainers or similar, flip flops or similar.

West Hill School recognises that staff may have religious/cultural needs, which require them to conform or dress in a certain way. The guidance is not intended to restrict these observances. However, we have a responsibility to consider always the health and safety implications for our staff, and are determined to positively support requests wherever possible.

If a medical complaint should prevent staff from presenting a professional standard of dress, consultation with the Headmaster should be sought.

Although the guidance cannot cover all circumstances, it is intended to make clear to staff the expectations of the School. It does not replace the need for discussion with the individuals concerned to ensure that solutions are explored to meet the specific personal needs identified. Such guidance will always be based on reasonableness, consistency, common sense and the traditions of West Hill School.

G Wood July 2017