

Dress Code Policy



Last Reviewed by:	Rebecca Thompson
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Version 1

The Employee Code of Conduct is part of staff induction. This gives an overview of standards of dress and appearance.

Dress in school should be appropriate for the role undertaken.

For classroom staff, managers and administrators, in practice, that means dressing in a professional way: smart, practical and sensible clothes.

Sensible clothes for the workplace include clothes that are suitable for a job that involves working alongside impressionable teenagers.

Therefore the line shared by the LA safeguarding officer needs to be considered :

'If you can see up it, down it or through it, it isn't suitable'

Necklines need to be high enough so they can't be seen down.

Skirts, dresses and shorts are required to be knee length or longer. Staff need to consider the appropriateness of the dress and skirt if your job has a physical element. Leggings may need to worn for decency.

If a top is sheer then a suitable higher necked top with appropriate coverage could be worn underneath.

Shoulders should be covered in school. Backless tops and shoestring straps are not suitable attire for school.

This applies to any time in school including INSET days.

It does mean that we wouldn't anticipate that staff wore jeans unless it was, for example, an INSET day or special event.

Sportswear and casual wear should only be worn on an INSET day or if the staff member is participating in a PE activity.

Staff should consider footwear that is practical for their role.

Flat shoes or low broad heels are suitable for working within a SEN classroom environment.

High heels, wedges, open toed shoes, stiletto heels, flip flops or sandals are unsuitable for working within a SEN classroom environment. As a guide heels, over 1 and ½ inches would be deemed inappropriate for the Highfield school environment.

Professional appearance includes being discrete and/or covering of tattoos and also considering the appropriateness of piercings & jewellery and extreme hair colours or cuts.

An exception to the professional dress code applies to staff undertaking practical classroom activity. This would include staff delivering PE, horticulture, or medical/physio roles on the days they are undertaking these roles. These staff should wear clothes suitable to their role.

Adjustments to these expectations may be made for those with cultural or religious or medical requirements where it does not negatively impact upon delivery of education to the children. In these circumstances, staff members should proactively raise any requests for adjustments with their line manager in the first instance.

Taken from School Employee Code of Conduct (Retrieved Jan 2018)

“15.2 Standards of dress and appearance

- a) Employees must ensure their standard of dress i.e. the type and style of clothes, accessories, body art etc. - is appropriate to the nature of their duties. Inappropriate dress can create the view that the Council and/or school is inefficient, create offence or be interpreted as disrespectful by the public.*
- b) It is for the governing body to determine an appropriate dress code to public and public expectations.*
- c) The Council values and welcomes the ethnic diversity of its workforce. Dress codes will be sensitive to and take account of cultural and religious dress requirements where it does not negatively impact on service delivery.*
- d) In all cases employees will be expected to conform to requirements for dress codes which apply for health and safety reasons.*