



THE CLARE SCHOOL STAFF DRESS CODE

Introduction:

The dress code has been introduced following discussion and consultation with staff and represents a consensus of views. This policy applies to all staff groups, including those staff that are seconded, supply staff, governors, contractors, volunteers and students when working on school premises. Any breach of this policy may result in disciplinary action.

The purposes of the dress code are:

- to present a professional and positive image of the school
- to avoid unintentional injury to staff or pupils
- to avoid giving offence to people of different cultures or beliefs
- to present positive role models for pupils
- to contribute to high standards of health and safety

General Presentation and Appearance

How staff dress has an impact on the school's image. Staff should be tidy and well-presented. Clothes should be appropriate to the role the staff member is employed to do and which allows them to fulfil their role in school. Dress and appearance should reflect their professionalism and dignity and the awareness of all those in the school community. Although we understand that tattoos are a personal choice and show individuality, for the aforementioned professionalism and others dignity we do insist that tattoos be covered where possible both when in school and whilst representing the school. Tattoos considered to be offensive must not be visible at any time.

Jewellery

Jewellery should be conservative. There should be no visible body piercing and studs other than pierced ears or discreet nose piercings. Jewellery should not present a risk to the wearer, eg strong chains or drop earrings that could be

grabbed and pulled by children. Sharp items such as rings and brooches should be avoided as they may present a risk to children during lifting and handling or when carrying out personal care routines. Staff also need to be aware that this could also apply to sharp fingernails.

Clothing and Footwear

Clothing should be neat, clean and suitable for the tasks to be carried out. It should not restrict movement nor should it prevent a task from being undertaken with dignity.

Inappropriate clothing which must not be worn includes, but is not restricted to, faded or ripped denim (dark indigo or black denim is acceptable), short skirts above the knee, t-shirts with slogans, low necklines, shoestring tops, cropped tops and sheer/see-through tops. Below knee leggings/jeggings are permitted when worn with three quarter length tops. Underwear of any description should not be on show.

Shoes should be of sufficient strength and stability to enable the wearer to carry out tasks safely. Stiletto heels may present significant risks to pupils and are deemed inappropriate in classroom situations. Sling backs, open toes and flip-flops may also present significant risks in classroom situations. These may only be worn at the staff's own discretion and with the agreement of the Head/Deputy.

The wearing of ties and scarves may create a positive image, but they should be removed when working in close proximity with certain pupils or in practical lessons for safety reasons.

Staff need to be aware that due to the sensory impairments of many of our pupils, bold patterned clothing can be a distraction.

It may be necessary to change into appropriate sports clothing for PE lessons, swimming and hydrotherapy (including poolside duties).

There are times when the dress code may be relaxed for specific school based events or educational visits. However, staff still need to look professional as they are representing the school.

We appreciate that the dress code might not suit all tastes but feel that our school environment and the safety of our staff make having one a necessity.

Contractors should dress appropriately, i.e. dress in a way that:

- is unlikely to 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
- is not considered to be discriminatory and is culturally sensitive

This Policy is to be reviewed Spring Term 2022

Signed *F. Johns* Headteacher

Date *22/2/19*

Signed *Rmckg* Deputy Headteacher

Date *27/2/19*