



## Freegrounds Junior School

### Dress Code Policy for Staff

Date of last review: May 2023

Date of next review: May 2025

Date approved: May 2023

Approved by: Policy working party

#### **Introduction**

Teaching is a formal and professional vocation. A staff dress code should reflect this and it is important that staff at Freegrounds Junior School project a professional image to students, parents and other stakeholders. Our dress code reflects the high expectations of the school in terms of teaching and learning, behaviour and student uniform. It is recognised that staff within the school perform a variety of different roles and our dress code takes this into account.

#### **Rationale:**

- The respect a member of staff deserves must be reflected in their appearance and professionalism.
- All staff must dress in a manner which reflects this professionalism.
- All staff are models for the learners in the school, therefore they have a responsibility to model appropriate dress and appearance.
- The image that we project as professionals is associated with how we present ourselves; the image of the school in the community is related to how all adults in the school dress. It is therefore important to dress appropriately when acting in a professional capacity and with due regard to any conclusions parents/visitors may draw from your appearance.

#### **This policy provides:**

- Guidance to new colleagues
- A benchmark against which the standards of all can be measured
- A framework to inform decisions on standards taken by individual(s)

#### **General Principles:**

- Staff can wear PE clothing on the days when they are teaching PE, as the children do

- Staff must abide by the dress code and dress appropriately for their particular role
- Clothing should be clean and in a good state of repair
- Staff will wear appropriate standard of dress to fulfil cultural, religious and ethnic needs
- Dress must not be offensive, distracting, revealing (*if you can see up it, down it or through it then it's not appropriate*), or sexually provocative, embarrassing, discriminatory or culturally insensitive
- Political or other contentious slogans or badges are not allowed (and any tattoos of this nature must be covered)
- The Head has the final say on whether clothing and appearance is appropriate
- If a staff member's clothing or appearance is not deemed appropriate, the Head or other member of SLT, will speak to the staff member concerned to discuss this

**Information for all staff:**

- All staff should dress smartly and appropriately for their role, taking into account health and safety issues and the physical nature of their role
- If staff wear dresses or skirts, these should not be too short
- Hair should be neat and tidy. No extreme hairstyles are allowed
- Jewellery should be discreet
- Visible piercings are restricted to ears and a single nose stud and should be as discrete as possible
- During warmer months, tailored shorts may be worn

**The following may be helpful in clarifying what is and what is not appropriate:**

- No denim
- No revealing or excessively tight clothing
- No inappropriate footwear e.g. sports trainers (except for PE / games etc.) or flip flops (which may contravene Health & Safety guidelines)
- Tops may be sleeveless but should not be 'strappy' (i.e. have narrow shoulder straps) or be strapless
- No large logos
- No clothes that are excessively worn or faded
- No clothes with rips or tears