



**ST. ANNE'S C.E.(VC) PRIMARY SCHOOL**



**DRESS CODE FOR STAFF AND VOLUNTEERS POLICY**

**'Together With God, Making Learning a Life Long Friend'**

Approved:	5.7.2022
Review Date:	Summer 2025

We are a Church of England School and our policies are written with a commitment to our Christian Character, which is rooted in the Bible.

Start children off on the way they should go and even when they are old they will not turn from it (Proverbs 22:6)

### **Introduction**

This dress code has been introduced following discussion and consultation with staff and represents a consensus of views.

The purposes of the dress code are:-

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

### **Dress Code**

This policy provides

- Guidance to new colleagues, including students, volunteers and older pupils on work experience placement
- A benchmark against which the standards of all can be measured
- A framework to inform decisions on standards taken by individuals

### **Professionalism**

- All staff must dress in a manner that reflects professionalism.
- All staff are models for learners in the school, therefore they have a responsibility to model appropriate dress and appearance

- Staff should look clean, tidy and well-groomed and should have a good standard of personal hygiene. Clothes should be in a good state of repair and free from obvious dirt and stains. Clothes should be appropriate to the role you are employed to do in school.
- Make up and jewellery should be conservative. Piercings should be discreet.
- Clothing may be "formal" or "smart casual". It is often inappropriate for staff to wear expensive clothing in school, due to the nature of working with children. However it is still possible and necessary to appear smart.
- Inappropriate clothing which must not be worn includes (but is not restricted to): blue denim jeans and shirts; T-shirts with inappropriate slogans.
- No extreme hair-styles or colours are permitted.
- Any tattoos must be covered at all times.

### **Religious sensitivity**

- Female staff should ensure there are no bare shoulders and the midriff and legs above the knee are covered.
- Blouses need to have a neckline that protects modesty, at the front and on the back.
- Clothes must not be see-through, allowing a reduction in modesty, for instance by exposing undergarments or vest-tops.
- Make up and jewellery should be conservative.

### **Health and Safety**

- Clothing should be practical for the tasks undertaken. For instance in PE lessons more flexibility will be needed within clothing, in order to demonstrate teaching points effectively. This will also be true when working with the younger children, as it is often necessary to kneel or sit on the floor.
- Stiletto high heels must not be worn, due to the danger of stepping on children's fingers.
- Jewellery should not present a risk to the wearer, e.g. strong chains or drop earrings that can be grabbed and pulled by children. Sharp items such as rings and brooches should be avoided as they may present a risk to children.
- Hair should be covered for cooking activities.
- Staff need to be able to respond rapidly in an emergency, and tight or restrictive clothing, which reduces this capability, is inappropriate.
- Flip-flops footwear is not acceptable. Staff members may wear smart open-toed sandals, although at their own risk to their toes.
- Staff should wear clothing appropriate to their work area. If you are supplied with a uniform or overalls for your role within the school then you must wear these whilst carrying out your duties. This will include work in the kitchens or on a school trip.

### **Trips**

· Specific clothing may be appropriate for trips. For instance, on wet or muddy field trips, wellington boots may be the most suitable clothing. In these circumstances, it may also be more appropriate to wear more casual or older clothing than at other times.

There are times when the Dress Code may be relaxed for specific school-based events or educational visits and staff will be notified accordingly.

All staff are asked to respect and follow the Dress Code at all times and assist one another as appropriate. Line managers will raise concerns with staff members as and when necessary.

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.