



# **STAFF DRESS CODE**

**Chair of Governors:**

**Date: November 2022**

**Review date: November 2025**

DRESS CODE AREA	REASONS FOR THIS CODE AREA
<p><b>Clothing</b> needs to:</p> <ul style="list-style-type: none"> <li>- Present a practical and professional image</li> <li>- Allow for a full range of movements in order to carry out manual handling and physical interventions.</li> <li>- Not compromise on modesty &amp; dignity</li> </ul> <p>Recommended:</p> <ul style="list-style-type: none"> <li>- Loose/stretch trousers or shorts to the knee but not above</li> <li>- Short sleeves OK, but not vest top</li> <li>- Round neck top but not v neck top</li> </ul> <p>Should avoid: clothing with inappropriate wording or visual images, jeans, clothes that expose above the knee or shoulder/chest area, leggings unless worn with knee length dress/equivalent</p>	<p>Complying with manual handling and physical intervention training, its requirements and auditor recommendations</p> <p>Presenting a good balance of professional, yet practical ethos</p> <p>Provide clarity for all staff, and also to any students on placements.</p> <p>To meet health and safety responsibilities towards ourselves, colleagues and pupils</p> <p>We undertake practical and messy activities as part of the curricular and so clothes should not be precious. Avoid wearing anything you would be concerned to damage.</p>
<p><b>Footwear</b> needs to:</p> <ul style="list-style-type: none"> <li>- Be safe for all manual handling and physical interventions occurring school</li> <li>- Provide a stable base on all surfaces and when moving quickly</li> <li>- Be enclosed providing protection to feet from falling objects, moving equipment e.g. wheelchairs, pupils stepping on them</li> <li>- Be Flat, fully enclosed shoes</li> </ul> <p>Should avoid: heeled, open toed or open backed shoes</p>	<p>Complying with manual handling and physical intervention training, its requirements and auditor recommendations</p> <p>Presenting a good balance of professional, yet practical ethos</p> <p>Provide clarity for all staff, and also to any students on placements</p> <p>To meet health and safety responsibilities towards ourselves, colleagues and pupils</p>
<p><b>Jewellery</b> needs to:</p> <ul style="list-style-type: none"> <li>- Be kept to a minimum</li> <li>- Not allow pupils to grab it and so injure staff or pupils</li> <li>- Not allow pupils to be scratched during manual handling or physical interventions</li> </ul> <p>Recommended:</p> <p>Staff should restrict their jewellery to the following items:</p> <ul style="list-style-type: none"> <li>- Facial: Stud or small earrings (no large hanging earrings), same for lip/nose/eyebrow/other facial piercings</li> <li>- Other: Smooth fitting watches and bracelets</li> </ul> <p>Other jewellery (other than rings) is acceptable only if it is completely covered by clothing at all times</p>	<p>Complying with manual handling and physical intervention training, its requirements and auditor recommendations</p> <p>Provide clarity for all staff, and also to students on placements</p> <p>To meet health and safety responsibilities towards ourselves, colleagues and pupils</p>
<p><b>Other:</b></p> <p>Hair should be tied back when working with pupils who may require manual handling or physical intervention</p> <p>Appropriate hand jewellery and finger nail care so as to not allow pupils to be scratched during manual handling or physical interventions</p>	<p>Complying with manual handling and physical intervention training, its requirements and auditor recommendations</p> <p>To meet health and safety responsibilities towards ourselves, colleagues and pupils</p>

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| <ul style="list-style-type: none"><li>• Also be prepared with specific kit for specific activities<br/>e.g. horse riding, forest schools, swimming</li></ul> |  |
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**AN INDIVIDUAL MEMBER OF STAFF'S DECISIONS REGARDING THEIR DRESS SHOULD BE ADVISED BY:**

- The nature of their class environment, their time tabled activities and the needs of pupils they teach
- The fact that they may need to assist a colleague who works in a different class with different pupils
- The fact that staff take pupils into the community on a regular basis

The only exceptions to the above are members of staff whose job descriptions do not involve manual handling, physical intervention activities and delivery of teaching and learning activities