



STAFF DRESS CODE

Chair of Governors:

Date: March 2026

Review date: March 2029

DRESS CODE AREA	REASONS FOR THIS CODE AREA
<p>Clothing needs to:</p> <ul style="list-style-type: none"> - Present a practical and professional image - Allow for a full range of movements in order to carry out manual handling and physical interventions. - Not compromise on modesty & dignity <p>Recommended:</p> <ul style="list-style-type: none"> - Loose/stretch trousers - Shorts to the knee or below but not above - Capped sleeves OK, but no vests - Round neck top but not a deep v neck top <p>Should avoid: clothing with inappropriate wording or visual images, jeans, clothes that expose above the knee or shoulder/chest area, cotton 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>Footwear needs to:</p> <ul style="list-style-type: none"> - Fully enclosed and flat. - Be safe for all manual handling and physical interventions occurring school - Provide a stable base on all surfaces and when moving quickly - Be enclosed providing protection to feet from falling objects, moving equipment e.g. wheelchairs, pupils stepping on them 	<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>Jewellery needs to:</p> <ul style="list-style-type: none"> - Be kept to a minimum - Not allow pupils to grab it and so injure staff or pupils - Not allow pupils to be scratched during manual handling or physical interventions <p>Recommended:</p> <p>Staff should restrict their jewellery to the following items:</p> <ul style="list-style-type: none"> - Facial: Stud or small earrings (no large hanging earrings), same for lip/nose/eyebrow/other facial piercings - Other: Smooth fitting watches and bracelets <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, it's 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>Other:</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> <ul style="list-style-type: none"> • Also, be prepared with specific kit for specific activities e.g. raincoat & wellington boots for outdoor learning & forest school, swimming 	<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>

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

Admin and Site Team – Dress Code

DRESS CODE AREA	REASONS FOR THIS CODE AREA
<p>Clothing needs to:</p> <ul style="list-style-type: none"> - Present a practical and professional image - Allow for a full range of movements in order to carry out manual handling tasks - Not compromise on modesty & dignity <p>It is recommended that staff avoid wearing clothing with inappropriate wording or visual images, jeans, clothes that expose above the knee or shoulder/chest area, cotton leggings unless worn with knee length dress/equivalent</p>	<p>Complying with manual handling requirements Presenting a good balance of professional, yet practical ethos Provide clarity for all staff To meet health and safety responsibilities towards ourselves, colleagues and pupils</p>
<p>Footwear needs to:</p> <ul style="list-style-type: none"> - Be enclosed providing protection to feet from falling objects, moving equipment e.g. wheelchairs, pupils stepping on them 	<p>Complying with manual handling requirements Presenting a good balance of professional, yet practical ethos Provide clarity for all staff To meet health and safety responsibilities towards ourselves, colleagues and pupils</p>
<p>Jewellery needs to:</p> <ul style="list-style-type: none"> - Be kept to a minimum - Not allow pupils to grab it and so injure staff or pupils <p>Recommended: Staff should restrict their jewellery to the following items:</p> <ul style="list-style-type: none"> - Facial: Stud or small earrings (no large hanging earrings), same for lip/nose/eyebrow/other facial piercings - Other: Smooth fitting watches and bracelets 	<p>Complying with manual handling requirements Provide clarity for all staff To meet health and safety responsibilities towards ourselves, colleagues and pupils</p>
<p>Other: The site team will be provided with appropriate PPE, trousers, t-shirts, footwear and outerwear</p>	<p>Complying with manual handling requirements To meet health and safety responsibilities To minimise/eliminate damage to own clothing while performing maintenance tasks required of the post</p>