



Dress Code Policy

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Date adopted: 2nd February 2017

Date to be reviewed: February 2020

Rationale

Ickburgh School recognises that whilst staff would want to exercise choice in the clothing they wear to work, there is a need for clothing to be appropriate and safe for working with children.

There is a desire to set a standard that is appropriate within a learning environment that promotes effective teaching and learning.

While at work, all staff are representing the school; and through their appearance has an impact on the image the school projects to pupils, parents and visitors. All staff are expected to ensure that their dress is appropriate for the type of teaching they undertake, and worn with due care for personal health and safety. Our dress code applies to both men and women equally, although there may be different requirements, and reasonable adjustments will be made for any member for staff who is disabled.

Dress Code

Clothes should not cause an unnecessary distraction or unnecessary danger to staff pupils or students.

❖ Smart casual.

The following should **not** be worn at work:

- Denim
- Spaghetti strapped tops, halter neck, low cut tops, vest tops or any clothing with unnecessary flesh visible, visible underwear or skirts/shorts no more than 6 cms above the knee;
- any clothing with slogans or brand names that may cause offence or large or inappropriate logos for an education setting;
- Jewellery that dangles or hangs or is hooped and likely to distract children. Earrings should be small;
- Rings which could harm pupils or students should be removed or covered;
- Clothing that has 'fashion holes and rips';
- Tattoos should be covered as much as possible;
- Piercings covered where appropriate particularly for PE/ swimming/ dance lessons;
- fingers nails are to be kept short;
- Footwear to be comfortable and suitable for what is being taught (no high heels – maximum 4cms, no flip flops, no sling back heels, no open toes).
- Staff should be aware that fragrances worn may impact on children's learning and Well-being; and, colours and patterns may affect children's learning and impact negatively on their sensory needs; and therefore might need to adjust accordingly.

Worn with adjustments

- Leggings/ jeggings may be worn with shirts, skirts and dresses but no more than 6 cms above the knee.
- Nail polish neutral/subtle/pastel colours (not bright/dark colours, luminous or glittery polish);
- In swimming or hydrotherapy pool, trunks and swimming costume worn with an additional t'shirt (see guidance above.)

LINE MANAGER'S RESPONSIBILITY

- ❖ To ensure your team keep within the spirit and intent of the policy and provide clarification for people as and when required. If however a member of the team persistently does not comply with the Dress Code policy this may then addressed by the senior leadership team.

EXCEPTIONS

- ❖ This Policy does not apply on INSET Days, however, dress should be appropriate for the activity.

Staff welfare committee will consulted with teachers on 26/1/15 and support & admin staff 29/1/2015