

Oswald Road Primary School

Staff Policy

Dress Code

Policy

Policy approved by Chair of Governors: September 2014

Policy ratified by Governing Body:

Headteacher: Deborah Howard

Chair of Governors: Helen Dobson

**To be reviewed in 3 years.**

Rationale

At Oswald Road Primary School we believe that pupils are positively influenced by the role models around them. All staff play an essential part in that modelling process and, as professionals, it is important that we provide the best example of appropriate clothing for our role in school.

Aims

Our aim in having a dress code for staff is to ensure:

* Clear expectations and guidelines are laid down for staff, students and parents helping in school
* Staff are suitably attired to meet safeguarding procedures
* All children have appropriate role models for professional dress
* All children understand the importance of appropriate dress at relevant times ( e.g. changing for P.E.)

Guidelines

* As part of safeguarding for staff and pupils it is important that staff wear clothing which is:

- appropriate to their role,

* is not likely to be viewed as offensive or revealing
* is not discriminatory
* Suitable smart clothing and footwear must be worn to work. Male teachers will be expected to wear a shirt and tie on a daily basis. Early Years staff may choose to tailor their clothing to the Early Years setting.
* Appropriate clothing should be worn for the occasion e.g.

- changing into appropriate clothing for the morning / afternoon in which a P.E. lesson is taking place. Staff will be provided with a branded polo t-shirt to be worn for all PE sessions (including when there is a coach delivering the lesson). This is to be worn with appropriate shorts/leggings/jogging bottoms and bare foot or trainers dependent on session.

- suitable garments for the activity e.g. if you are sitting on the floor/crawling around outside etc. hardwearing and flexible garments may be more suitable

- branded t-shirts will be provided for staff to wear for all occasions when taking the class / groups of children off site for Health and Safety purposes.

* If jewellery is worn please ensure it does not cause a health and safety hazard (i.e. being caught/grabbed etc.), and remove where possible during P.E.
* Piercings, other than those in the nose (stud only) or ears, are removed during the school day
* Senior Leadership Team will be expected to wear a suit jacket and tailored skirt/dress/trousers.
* Office staff will be expected to wear the standardised set of clothes that is provided by the school.
* Lunchtime Organisers will be expected to wear branded red tabards and fleece jackets (when cold).
* Cleaning staff will expected to wear a branded polo t-shirt.

The following items are not acceptable:

* Denim items and jeans
* See through garments.
* Low cut tops. Please be particularly aware if you are likely to be bending in front of pupils
* Crop tops (i.e. any midriff showing).
* Underwear being revealed. Please be particularly aware of items showing above trousers etc. if low waisted trousers are worn
* Flip flops (not including Birkenstocks)
* Short skirts / high hem lines

Monitoring

The policy will be monitored by the Senior Leadership Team. Any staff not conforming with the policy will be requested not to wear that item of clothing again or will be asked to change. If frequent non compliance occurs, it will be dealt with through the disciplinary policy.