



## **DRESS CODE POLICY**

**UPDATED JULY 2022**

### **Introduction**

Teaching is a formal and professional vocation. A staff dress code should reflect this and it is important that staff at Hillsgrove project a professional image to students, parents and other stakeholders. Our dress code reflects the high expectations of the School in terms of teaching and learning, behaviour and student uniform. It is recognised that staff within the school perform a variety of different roles and our dress code takes this into account.

#### **Rationale:**

- As part of *Cura Personalis* (care for the entire person) the respect a member of staff deserves must be reflected in their appearance and professionalism
- All staff must dress in a manner which reflects this professionalism
- All staff are models for the learners in the school, therefore they have a responsibility to model appropriate dress and appearance
- The image that we project as professionals is associated with how we present ourselves; the image of the school in the community is related to how all adults in the school dress. It is therefore important to dress appropriately when acting in a professional capacity and with due regard to any conclusions parents/visitors may draw from your appearance

#### **This policy provides:**

- Guidance to new colleagues
- A benchmark against which the standards of all can be measured
- A framework to inform decisions on standards taken by individual(s)

### **General Principles**

- Staff must abide by the dress code and dress appropriately for their particular role
- Clothing should be clean and in a good state of repair
- The Principal has the final say on whether clothing and appearance is appropriate
- If a staff member's clothing or appearance is not deemed appropriate, the Principal or other member of SLT will speak to the staff member concerned to discuss any concerns

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### **Information for all staff**

- Clothing must be professional attire, not casual wear
- Staff must be smartly dressed
- Skirts and dresses should not be too short (just above knee length at the shortest). Shirts, blouses, knitwear and other smart tops may be worn, plus smart shoes or boots
- Hair should be neat and tidy. No extreme hairstyles are allowed. Hillsgrove is proud to adopt The Halo Code for all pupils and staff
- Jewellery should be discreet with visible piercing restricted to ears. Single nose studs may be worn but all removed before PE.

The following may be helpful in clarifying what is and what is not appropriate:

- No denim
- No revealing or excessively tight clothing
- No combat or cargo trousers
- No inappropriate footwear e.g. flip flops, open toed sandals or Ugg Style boots and trainers which may contravene Health & Safety guidelines.
- Tops may be sleeveless but should not be 'strappy' (i.e. have narrow shoulder straps) or be strapless
- No clothes with rips or tears
- No underwear should be visible, including when bending / stretching

The following may be helpful in clarifying what is and what is not appropriate:

- No denim
- No revealing or excessively tight clothing
- No t-shirts (except for PE)
- No shorts (except for PE)
- No combat or cargo trousers
- No leggings
- No inappropriate footwear e.g. flip flops, open toed sandals or Ugg Style boots and trainers (except for PE) which may contravene Health & Safety guidelines.
- Women's tops may be sleeveless but should not be 'strappy' (i.e. have narrow shoulder straps) or be strapless
- No large logos
- No clothes that are worn or faded
- No clothes with rips or tears
- No underwear should be visible, including when bending / stretching

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Information for EYFS and 1:1 staff

The following guidelines are for staff to consider as the nature of the job is varied:

- Trainer like shoes can be worn – please avoid large logo shoes
- Take in to consideration being low down on the floor
- Please liaise with the SLT if you are unsure as to what is appropriate.

Summer and winter changes:

- During the hotter parts of the year, staff may be given the choice to 'relax' the dress code
- This may include:
  - Wearing PE clothes and more comfortable attire
  - Some guidance will remain non-negotiable (i.e. no flip-flops)
- The decision will be made by the SLT based on reported temperature
- It will be communicated via email
- During colder times in the year, if you job involves lots of outside learning (not PE), then warmer footwear may be changed in to when outside for extended periods of teaching and learning

### **Non uniform & dress up days:**

- Non uniform days should follow the ethos of the dress code with a 'casual' twist. Therefore denim, trainers, hoodies, t-shirts and fashion boots are acceptable.
- On 'themed' dress days such as 'Wear it Pink', the dress code is to be applied with the exception of the coloured or themed item/s. Denim, trainers, hoodies, t-shirts and fashion boots are **not acceptable** unless they reflect the colour/theme.

### **Suitable Clothing for Physical Education:**

- All staff can come into school in suitable clothing and footwear for P.E. acting as role models for the students in what is appropriate to wear.
- For P.E. health and safety issues are paramount and override any other consideration and staff must be able to move freely without being hampered by unsuitable clothing or footwear.

**Date of Policy:** 06/07/2022

**To be reviewed:** JULY 2023

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