

Staff Dress Code

To be reviewed Bi-Annually.

Policy Agreed April 2019. To be reviewed April 2021



Introduction

The key to appropriate dress for working within the school/centre is safe, practical and professional. Whilst the school/centre respects individual differences and the importance of not marginalising parents/carers through what they wear – the school/centre is always aiming to reflect the professional ethos of working at Everton Nursery School and Family Centre.

This policy clarifies for all staff, supply staff and students the professional image of the school/centre. It is not about suggesting that any individual member of staff does dress inappropriately.

Clothing

The way staff dress aims to:

- Reflect the professional image and ethos of the school/centre.
- Give safe, freedom of movement rather than restricting.
- Avoid causing offence, embarrassment or inappropriate comment or attention from parents/carers, children or colleagues.
- Offer a degree of protection from extremes of temperature and adverse weather conditions.

In view of this, the following clothing is best avoided:

For female staff:

- Very short skirts and shorts
- Thin strap tops that do not cover shoulders
- Revealing neckline or waistlines (i.e. cropped tops)
- Denim jeans and denim leggings (blue or black) or leather trousers

For male staff

- Shorts
- Denim jeans, leather trousers or leggings
- Football shirts unless for a specific local football occasion

Whilst it is the intention of the school/centre for staff to be smart and professional, staff are under no obligation to spend excessive amounts of money on clothing. Designer clothes are best avoided, as it is reasonably foreseeable for some clothing to get damaged through

paint, mud, sitting on the floor etc. The prime consideration of the school/centre is that clothing is smart, well-kept and professional.

Footwear

This is a key part of being smart yet practical and professional. Staff need to consider footwear that is suitable for the school/centre, that offers a degree of protection to the foot and has a reasonable non-slip sole. It is also recommended that staff consider the safety issues in wearing 'open-toe' footwear when in the school/centre.

In view of this, the following footwear is best avoided:

- Training/sports shoes (unless member of staff is involved in physical activities in the hall with the children as part of the physical development programme).
- Flip-flops (for health and safety reasons).
- Excessively high-heels (for health and safety reasons).

Jewellery

The aim for this is to be unobtrusive and kept to a minimum because there can be a risk to both staff, children and parent/carers. For example:

- Chains and large earrings can become caught in a child/parent's clothing or pulled by somebody
- Rings and bracelets can be hurtful to a child when staff are providing personal care
- Excessive ear piercing or nose rings, lip rings and stomach button rings are also not appropriate due to the risk they may cause children.

Hair and make-up

The aim is that hair is to be kept clean and tidy at all times. At times, long hair may need to be tied back for safety and hygiene reasons. This is particularly important when preparing food with children. Excessive make-up should be avoided.

Male staff should aim to be clean-shaven or, have well-kept facial hair.

Personal Hygiene

With certain respiratory conditions e.g. asthma being exacerbated by strong smelling perfumes, aftershaves, hairsprays etc, it is advised to use such products in moderation.

Implementing this policy

Where school/centre agreed standards are not adhered to it is important that the matter is addressed. A clean and tidy appearance at all times will demonstrate a confident and professional approach to work at the school/centre. It will act as a visual example for the many students (of different disciplines) with whom the school/centre works with; it will consistently reflect the agreed image of the school/centre.

This policy was reviewed on behalf of the Personnel, Finance and Resources Committee and agreed by the Governing Body in May 2019.