

GREAT CHART PRIMARY SCHOOL

Dress Code Policy (part of Code of Conduct)

September 2024



A Great Place to Discover and Learn

Vision Statement

A respectful community where we thrive and achieve our full potential as confident life long learners

Mission Statement

Preparing for life in our ever changing world, by providing opportunities to develop core values and a love of learning

Our core value is Respect

Our termly values: Team work, Ambition, Responsibility, Resilience, Kindness & Independence

This policy sets out the dress code expected of all staff within the school

At Great Chart Primary School we believe that first impressions count and pupils are influenced by role models around them. All staff form an important part of that modelling process and as professionals it is important that we provide the best example of appropriate clothing for the task in hand. We feel that all children need to have appropriate role models for professional dress and that all children understand the importance of appropriate dress at relevant times (e.g. changing or appropriate for P.E, covering clothes for art etc.)

Our school recognises the diversity of cultures, religions and disabilities of its employees and will take a sensitive approach when this affects dress requirements. However, priority will be given to health & safety and professional image. The policy is not exhaustive and staff should adhere to principles underpinning the policy. Clothes should be worn appropriately for the work being undertaken.

Compulsory

Identity badges must be worn and visible at all times when on duty or acting in official capacity representing the school:

Purple lanyards - DSLs

Blue lanyards - all staff

Red lanyards - Visitors

White lanyards - Governors

The respective line manager reserves the right to request compliance with accepted professional dress code.

What are the expectations for staff?

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, revealing or sexually provocative,
- does not distract, cause embarrassment or give rise to misunderstanding,
- is absent from any political or otherwise contentious slogans,
- is not discriminatory

Suitable smart clothing and footwear must be worn to work.

Appropriate clothing should be worn for the occasion e.g.

- Wearing clothing such as track suits for staff who are taking PE lessons that day or changing into sports clothing before P.E. and back into 'professional' dress afterwards.
- Wearing an art apron during messy art activities.
- Suitable garments for the activity e.g. if you are sitting on the floor/crawling around outside etc decide whether trousers are more appropriate than a skirt.
- If you are attending a trip ensure appropriate wet weather garments are taken.

Tattoos/Body Art - must be covered as much as possible.

Jewellery - if jewellery is worn please ensure it does not cause a health and safety hazard (i.e. being caught/grabbed etc.) Facial (except ear piercings) and other piercings are to be removed during the school day. Ensure all jewellery is removed during P.E. sessions if it can be a health and safety hazard.

Hair - brightly coloured hair (pinks, blues, greens), images and shaven patterns in the hair are not acceptable.

The following items of clothing are not acceptable:

- See through garments. Please be particularly aware during summer months when items are thinner.
- Low cut tops. Please be particularly aware if you are likely to be bending in front of pupils (during first aid, talking to pupils sitting on the floor) leaning across a table.
- Crop tops (i.e. any midriff showing). Please be particularly aware if you are sitting on stools when garments may become untucked, or you are leaning across a desk.
- Underwear being revealed. Please be particularly aware of items showing above trousers etc if low waisted trousers are worn)
- Shorts (unless tailored to the knee). Shorts such as denim, spandex/lycra, cycling shorts.
- Denim items and jeans.
- Leggings with short tops.
- Skirts/dresses which are too short.
- Flip flops (plastic beach style).

Staff are in a position of responsibility and trust and therefore they must be attired to appropriately meet safeguarding procedures, both to protect the children and to protect themselves. The dress code rules can be relaxed to suit the occasion, when staff are going off-site. For example jeans may be worn on day visits/training days if they are most appropriate. However, safeguarding considerations must still apply. The senior leadership team will monitor the standards of dress within school.