

Dawlish Federation of Special Schools

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STAFF DRESS CODE

How we present ourselves as professionals within the working environment has been raised as an issue that needs addressing within our organisation. Whereas the Staff Code of Conduct, Handbook and Induction programme provide us with a framework within which to successfully work as a cohesive team there is as yet no representations made within these documents as to an acceptable, appropriate dress code.

‘A person's dress and appearance are matters of personal choice and self-expression and some individuals will wish to exercise their own cultural customs. However staff should select a manner of dress and appearance appropriate to their professional role and which may be necessarily different to that adopted in their personal life. Staff should ensure they are dressed decently, safely and appropriately for the tasks they undertake. Those who dress or appear in a manner which could be viewed as offensive or inappropriate will render themselves vulnerable to criticism or allegation.

This means that staff should wear clothing which:

- ♣ promotes a positive and professional image**
- ♣ 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 of any political or otherwise contentious slogans**
- ♣ is not considered to be discriminatory**
- ♣ is compliant with professional standards’**

‘Excerpt from ‘Guidance for the Safer Working Practice for Those Working with Young People in Education Settings.’ (October 2015).

Under the Health & Safety at Work Act 1974 and the Manual Handling Operations Regulations 1992 we have a responsibility to our employer, ourselves our colleagues and the children that we work with to follow and use safe systems of work i.e. complying with policies, procedures and systems provided by the employer.

With the above in mind, the following guidelines must be observed:-

- ◆ Comfortable shoes are preferable especially when taking part in PE, Outdoor Education or off site visits etc. No flip flops to be worn and sandals must be secure around the foot. The school will not accept any responsibility for injury or accident if wearing inappropriate footwear.
- ◆ Clothing that allows for free, un-restrictive movement without compromising the modesty of ourselves, our colleagues or the more mature pupils we work with.
- ◆ Appropriate items would include - tailored shorts to lower thigh or below, vests are not to be worn or clothing with thin straps or low necks. Jeans are not appropriate wear when working with the children in school.
- ◆ Any clothing that has offensive or inappropriate slogans printed on it would be viewed as unacceptable. All clothing to overlap and no gaps between top and lower garments. No low slung jeans/trousers with underwear showing.
- ◆ Tattoos should be covered where practicable. This is whether in school, in the houses, or on any trips.
- ◆ Jewellery should be practical to our working environment; Jewellery repairs /replacements will not be considered the responsibility of the school or any injuries sustained through inappropriate wear.

Any member of staff arriving for work who is deemed dressed inappropriately will be asked to go home and change which would have implications on the rest of the teams' ability to deliver the standard of education and care with which we pride ourselves.