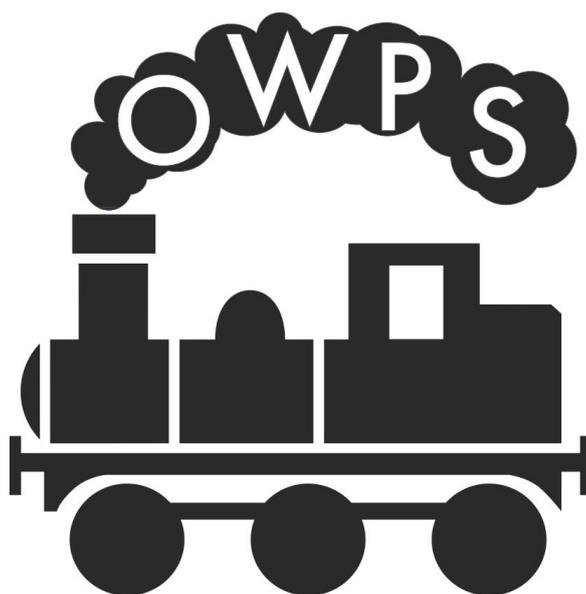


Orton Wistow Primary School



Staff and Volunteers Dress Code Policy

Status	Statutory
GB Monitor	FGB
Staff Lead	
Senior Lead	Simon Eardley
Version	FINAL
Publication Date	Spr 19
Next Review	Spr 22

Date Agreed:	
Headteacher:	
Chair of Governors:	

Key – Highlighted areas indicate changes made to this new version of the policy

Contents:

1. Suitable Clothing
2. Suitable Clothing for Physical Education
3. Additional notes for all Staff & Volunteers

Notes and Illustrations

DRESS CODE POLICY RATIONALE

We at Orton Wistow Primary School believe that:

- All staff must dress in a manner that reflects 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.
- members of staff represent the school and through their appearance will have an impact on the image the school projects to pupils, parents and visitors and therefore need to set a standard appropriate within a learning environment for effective teaching and learning.
- It is therefore important to dress and groom appropriately when acting in a professional capacity and with due regard from any conclusions parents/visitors may draw from your appearance

All staff at Orton Wistow are expected to be smartly and appropriately dressed at all times. However, we also recognise that the staff represent a wide range of backgrounds, cultures, ages and tastes and naturally we want staff to exercise choice in the clothing they wear for work.

This code sets out our expectations for day-to-day wear and for P.E.

The Governing Body's Dress Code has taken account of Article 9 of the Human Rights Act:

Freedom of thought, conscience and religion

a. Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his religion or belief and freedom, either alone or in community with others and in public or private, to manifest his religion or belief, in worship, teaching, practice and observance.

b. Freedom to manifest one's religion or beliefs shall be subject only to such limitations as are prescribed by law and are necessary in a democratic society in the interests of public safety, for the protection of public order, health or morals, or for the protection of the rights and freedoms of others.

The Governing Body's Dress Code Policy also takes account of the Race Relations Act 1976 and Race Relations (Amendment) Act 2000:

It shall be the duty of a body to:

(a) assess the impact of its policies, including its race equality policy, on pupils, staff and parents of different racial groups including, in particular, the impact on attainment levels of such pupils; and

(b) monitor, by reference to their impact on such pupils, staff and parents, the operation of such policies including, in particular, their impact on the attainment levels of such pupils

1) SUITABLE CLOTHING (See Point 2 re: Physical Education)

Our dress code is gender-neutral and employees may choose which uniform to wear.

Women

- Dress
- Skirt or trousers with blouse or smart top
- Leggings with a long tunic or dress
- Jacket and /or smart sweater, top or cardigan
- Smart long, tailored shorts
- Shalwar Kameez or Sari

Men

- Trousers
- Smart shirt
- Tie (desirable but not essential)
- Jacket and/ or smart sweater top or cardigan
- Kurta and Shalwar

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

- No denim skirts or trousers (blue or black)
- No flip flops

Or do we say:

- All staff must wear footwear appropriate for the activity and not in breach of Health and Safety regulations.

or

- No inappropriate footwear e.g. flip flops & trainers (except PE staff) – PE staff will not need to change trainers when moving into classroom based teaching
- Dresses and tops should not be revealing
- Ladies tops may be sleeveless but should not be 'strappy' (i.e. have narrow shoulder straps) or be strapless
- Dresses and skirts should be on or below the knee
- No sports t-shirts (except PE staff) – PE staff will not need to change shirts when moving into classroom based teaching
- No shorts (except PE staff) – PE staff must put on tracksuit bottoms (or equivalent) over shorts when teaching in classrooms
- No extreme hairstyles or colours
- Any tattoos must be covered at all times
- Any cropped trousers must be formal and tailored
- Clothing with inappropriate lettering, pictures or slogans must not be worn in school at any time
- All clothing must be appropriate for the task and not breach Health and Safety regulations
- No facial piercings
- If children are in school uniform during an out of school visit then the above applies, however if children are required to wear alternative clothing then the same will apply for staff
- If you are supplied with a uniform or overalls for your role with the school then you must wear these whilst carrying out your duties.

Please note:

- Jewellery and false fingernails to be worn at your own discretion (but be aware of Health and Safety issues and the task being undertaken)

2) SUITABLE CLOTHING FOR PHYSICAL EDUCATION

For P.E. health and safety issues are paramount and override any other consideration. All staff must be able to move freely without being hampered by unsuitable clothing or footwear. Staff also should be role models for the children in what is appropriate to wear.

All staff must change into suitable clothing and footwear for P.E.:

Acceptable PE wear:

- Track suit or jogging bottoms – suitable for the time of year
- T-shirt or polo shirt
- Warm fleece or sweatshirt in cold weather
- Shorts of a suitable length and style may be worn as appropriate
- Suitable Footwear must be worn (i.e trainers or plimsolls)
- Hijab's, if worn, must be tied tightly to the head
- If a shawl is worn, this must be secured tightly at the back and must not be loose at the front as this may impede assistance to pupils

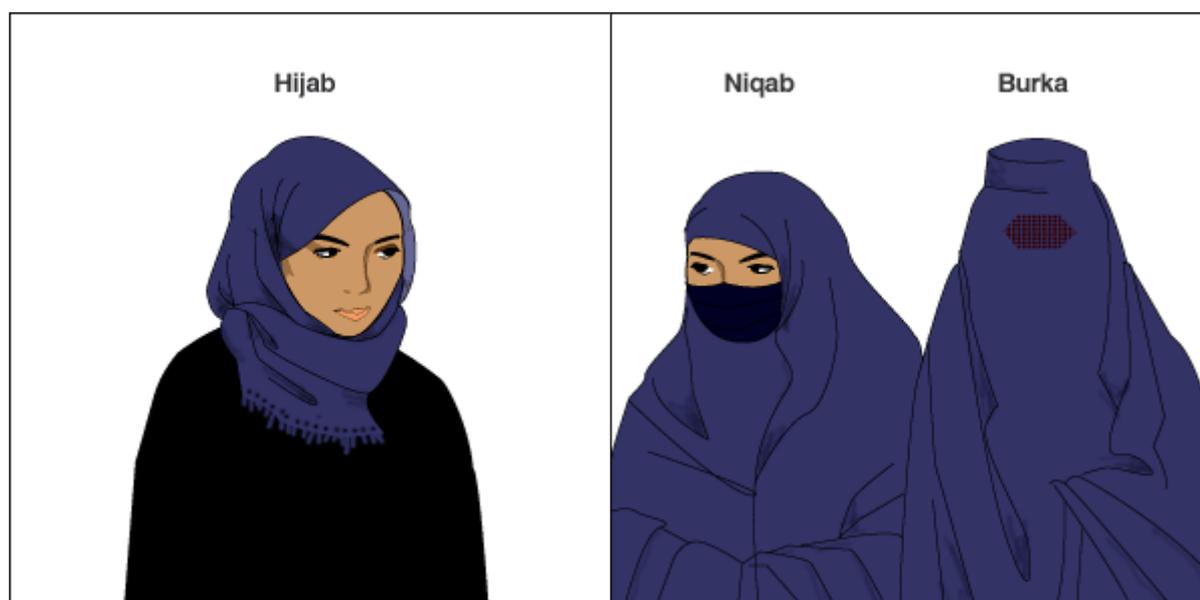
3 Additional Notes for all Staff & Volunteers

During P.E. all jewellery should be removed other than simple wedding rings. However, for safety reasons, if they have sharp or protruding edges they should be taped. Teachers should only wear stud earrings, not hooped.

The Governing Body wish to be sympathetic to cultural and religious dress. However, it is crucial that staff meet our expectations of suitable clothing and footwear. Careful consideration has been given to freedom of thought, conscience and religion, and to race equality.

Members of staff, whilst being respectably dressed should not wear clothing that could have implications for the health and safety of themselves, or others in their care. An important consideration is Health and Safety when teaching or in particular when assisting in PE lessons. The clothing must not present a trip hazard or could catch on equipment or apparatus -for example a jilbab would not be considered suitable; a thobe (a shorter garment than a jilbab) would be more appropriate to wear for PE lessons.

Members of staff, when on the school site, should not cover their faces in such a way as to preclude children from seeing the movement of their mouth when speaking; children need to see facial expressions in order to pick up verbal and non-verbal clues. (eg a burka, niqaab etc would not be considered as suitable.)





Kurta



Jilbab



Thobe