



Woodbrook Vale School

Staff 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. Reasonable subject specific adjustments should be made in consultation with SLT.

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 adults 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

(Guidance for safer working practice for those working with children and young people in education settings – October 2015)

It is expected that staff dress in a professional way that reflects an efficient, orderly and professionally operated organisation.

The requirements of particular faiths to wear specific types of clothing or to dress modestly will be respected so long as the item of clothing does not pose a hazard to the health and safety of members of the staff or contravene any reasonable and legitimate requirements of the school.

The following lists are not intended to be all inclusive but set the general parameters for proper business dress and help members of staff to make appropriate dress decisions. **The key point to sustaining an appropriate dress code policy is the use of common sense and good judgement.**

The examples below do not portray a professional image and should not be worn at work: (****except PE staff**)

- Cropped t-shirts, strappy tops, halter neck tops, close fitting leggings/trousers or any clothing with excess flesh visible or visible underwear. Skirts should be of a modest length.
- No jeans or jean skirts of any colour or type – the only exceptions are INSET days and non uniform days when smart jeans can be worn.
- Casual clothing including sweatshirts, hoodies and sports/work-out clothing**.
- Trainers**, flip-flops, plastic shoes and outdoor boots. Business shoes or boots are acceptable footwear.
- Shorts**.
- Items of clothes should not have any slogans or unsuitable brand names that may cause offence.
- Extremes of fashion are not acceptable (including hairstyles, make up and jewellery).
- Staff should ensure that piercings are discrete and that tattoos are not blatantly displayed but covered where practicable (including when meeting parents).

Men should wear a collared shirt, tie and smart trousers. Jackets are optional for male and female members of staff.

Dress should be smart/casual for staff training days.