

Dress code

July 2023



Rationale

- To present ourselves with pride to students, families, the local community and each other
- To model the positive image we expect students to emulate at school, university and in the workplace
- To focus attention on students' learning rather than our appearance
- To welcome and include people who add value to the Lampton School community
- To allow us to work in comfort and confidence
- To value our diversity and make us feel we belong
- To promote the school's values of excellence, respect and integrity

Principles

- Clothing is free of prominent logos, brand names and slogans
- Clothing is clean, in good condition and is of an appropriate fit for a secondary school environment
- Clothing covers shoulders, chest, upper back, midriff and thighs
- Clothing matches the demands of the role
- Appearance is welcoming and respectful to all
- Personal grooming is timely and neat
- Religious dress is welcomed, with the understanding that the face is visible

As a state school, Lampton accommodates the public sector equality duty (PSED) which requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities.

Examples of appropriate clothing

- For men, a shirt worn with a tie, and for women, a blouse, professional top, tunic, or similar, short-sleeved or long-sleeved
- A blazer, suit jacket, cardigan, waistcoat, thin v-neck/scoop-neck jumper, lightweight scarf, or similar may be worn
- Professional dress or similar, of knee length or longer, with or without tights or leggings
- Professional skirt of knee-length or longer (no mini-skirts), with or without tights or leggings
- Professional long or cropped trousers, including chinos (with welt pockets not patch pockets). Leggings may also be worn with a long top.

Hair and headwear

- In accordance with the Halo Code, we welcome hair worn in all styles including, but not limited to, afros, locs, twists, braids, cornrows, fades, hair straightened through the application of heat or chemicals, weaves, wigs, headscarves, and wraps
- Hats may be worn outdoors only

Footwear

- Professional shoes, sandals or boots

ID cards

- Staff ID cards are worn on a Lampton-branded, dated lanyard at all times on site

Tattoos

- Visible tattoos are accepted on the basis they are in line with the school's values of excellence, respect and integrity

Jewellery

- Jewellery may be worn on the ears, nose, neck, wrist, fingers, ankle and toes, and poses no obstruction, risk or distraction to the wearer nor to others

Clothing for specific roles

- Colleagues working in the Science, Design Technology, Physical Education, Site, IT Support, Kitchen and Cleaning teams use good judgment in choosing appropriate clothing, footwear and accessories for their work that also promote their safety and that of students and colleagues
- Personal protective equipment is provided by the school where necessary for the role

For the avoidance of doubt, staff are not expected to wear:

- Denim
- Informal sandals, including flip flops
- Informal leggings
- Shorts
- Clothing with rips, adornments, frayed edges, logos or text
- Jewellery on the face (with the exception of the nose), or tongue
- Sportswear, including trainers, unless relevant to their role
- Visible underwear
- Clothing or footwear that could restrict movement in an emergency situation
- Coats and other outdoor clothing, eg outdoor scarves, hats, are worn outdoors only

Permitted exclusions to the dress code

- Staff are welcome to wear casual clothing at school outside of school hours, on the basis that it remains appropriate for the school setting. During school meetings, parent meetings and formal events, the standard expectations for dress apply.
- In the event of extreme weather conditions, guidance is provided in briefing and by email on any amendments to the dress code
- Where alternative clothing or footwear are required to support a medical need, staff take part in an occupational health assessment before the allowance is made
- On curriculum visits the normal dress code applies. On non-curriculum visits, good judgment is applied, taking into account the activity and the dress expectations for students. On INSET days and when attending the school site outside working hours, good judgment is applied in the choice of casual clothing that is appropriate for the school environment.

If you have to think about whether it is appropriate to wear a particular item of clothing to school, it is most likely not suitable. Please speak to Henry if you have any questions about compliance with the school's dress code.

Line managers are responsible for ensuring members of their team follow this policy, and should refer any unresolved concerns to the SLT line manager.