



***Staff Dress
Code Policy***
Jan 2018

Introduction:

Teaching is a formal and professional vocation. A staff dress code should reflect this and it is important that all staff at Broadoak Mathematics and Computing College project a professional image to pupils, parents and other stakeholders. Our dress code reflects the high expectations of the College in terms of teaching and learning and behaviour. It is recognised that staff within the school perform a variety of different roles and our dress code takes this into account.

The Governing Body wishes to be sympathetic to cultural or 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.

Rationale:

- The respect a member of staff deserves must be reflected in their appearance and professionalism.
- All staff must dress in a manner which reflects this professionalism.
- All staff are role 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 College in the community is related to how all adults in the College dress. It is therefore important to dress appropriately when acting in a professional capacity and with due regard to any conclusions parents/visitors may draw from your appearance.

This policy provides:

- Guidance to new colleagues.
- A benchmark against which the standards of all can be measured.
- A framework to inform decisions on standards taken by individual(s).

General Principles:

- Staff must abide by the dress code and dress appropriately for their particular role.
- Clothing should be clean and in a good state of repair.
- The Headteacher and Deputy Headteacher have the final say on whether clothing and appearance is appropriate.
- If a staff member's clothing or appearance is not deemed appropriate, the Head or other member of SLT will speak to the staff member concerned to discuss any concerns.

Information for Staff:

- All members of staff are required to attend for work dressed in a business like manner. A smart business suit or equivalent is required of all staff (with the exception of suite staff, PE staff and technicians).
- Male members of staff are required to wear a collar and tie at all times.
- Female staff are not allowed to wear t-shirts. Necklines and skirts length should be modest.
- Staff are not permitted to wear denims, leggings, vests or leisure wear (such as hoodies).
- Facial piercings are not permitted.
- No inappropriate footwear e.g. flip flops & trainers.
- No shorts (except PE staff).
- No extreme hairstyles or colours.

- Tattoos and body art should be covered while staff are in school.
- Staff should wear clothing appropriate to their work area. 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.
- Staff teaching physical education may wear sports clothing and footwear for teaching but are required to adhere to the above dress code for parent's evenings and other out of school events.
- Caretaking staff are not required to wear a collar and tie.
- Protective clothing will be issued to staff where there is a specific health and safety requirement.
- All staff must wear their name and ID badges at all times.