

<b>Policy Title:</b>	<b>Dress Code Policy</b>	
<b>Date of Issue:</b>	19/11/2020	
<b>Date of Review:</b>	July 2023	
<b>Author &amp; Role</b>	K.Welsh - Headteacher	
<b>Ratified by:</b>	Governors Informal Committee	
<b>Date:</b>		
<b>Policy Committee Responsibility:</b>	<b>Chair</b> W Blundell	<b>Vice Chair</b> A Blundell
<b>Outcome:</b>	This Policy: details colleagues' responsibilities for the standards of dress that are expected from all members of staff and volunteers who work on the school site.	
<b>Cross Reference:</b>	Disciplinary Procedures Educational Visits PE Policy Volunteers Policy	

### **EQUALITY AND DIVERSITY STATEMENT**

Astley Park School is committed to the fair treatment of all in line with the Equality Act 2010. An equality impact assessment has been completed on this policy to ensure that it can be implemented consistently regardless of any protected characteristics, and all will be treated with dignity and respect.

### **POLICY REVIEW**

To ensure that this policy is relevant and up to date, comments and suggestions for additions or amendments are sought from users of this document. To contribute towards the process of review, please contact the author of the policy.

## DRESS CODE POLICY

### Purpose of this policy:

Astley Park School is a professional workplace, which strives to achieve excellence in meeting the needs of each individual pupil. We take pride in our work and maintain high standards in all areas of school life. These standards extend to the conduct and behaviour of all staff. This policy has been written so that staff are clear about the standards of dress that are expected from all members of staff and volunteers who work on the school site.

**Failure to comply with school policies could result in a disciplinary.**

Working at Astley Park School may involve physical activity of some sort. Clothing needs to be practical in order that work can be carried out comfortably. Many members of staff are involved with moving and handling pupils and this can include intimate care and personal hygiene. It is important to wear clothing that maintains staff dignity, and that does not cause embarrassment to the pupils, parents or other professionals.

### Clothing:

- Clothing should be practical and comfortable. Staff must be able to undertake moving and handling of pupils, physically supporting pupils when required. Clothing should **not expose** cleavage, midriff, hips or underwear.
- Camisole type tops, crop tops and vest tops with 'shoe-string' straps are **not appropriate** for school.
- Jeans are allowed on non-uniform days and educational visits, ripped jeans are not deemed appropriate. Jeans are **not acceptable** for school.
- Smart, tailored shorts and skirts of **appropriate length** are acceptable.
- T-shirts with suggestive logos **are not suitable**.
- No head wear eg hats, sunglasses are to be worn inside.

### Footwear:

- Clean, smart, low heeled, closed footwear that is appropriate and safe for walking around the school site and supporting pupils.
- Flip flops or open-toed/open backed shoes/sandals are **not acceptable**.

### Jewellery:

- Earrings should be studs **only**.
- No dress jewellery to be worn.
- Other jewellery – i.e. – no necklaces to be worn. Rings with stones should be removed; and other rings should be covered when carrying out personal care.

**P.E/Sports Activity:**

- Staff need to wear **appropriate** clothing (see general clothing rules) and footwear whilst taking part in any physical activity.
- Trainers should be worn.
- All watches and jewellery should be removed.

**Educational Visits:**

- Clothing should be practical and comfortable.
- Clothing should **not expose** cleavage, midriff, hips or underwear.
- Camisole type tops, crop tops and vest tops with 'shoe-string' straps are **not appropriate**.
- Smart, tailored shorts and skirts of appropriate length are acceptable.
- T-shirts with suggestive logos are **not suitable**.
- Jeans/combat trousers are acceptable (**ripped jeans are not deemed appropriate**).
- **Footwear should be appropriate to the visit with no open toed/backs worn.**

**Body Piercings/Tattoos:**

- Body piercings, other than studded earrings are **not acceptable** for the school environment (no tongue or facial piercings).
- Inappropriate/offensive Tattoos should be covered at all times.

**Advisory Notes:**

- It is advisable to tie long hair back to avoid having it pulled.
- Fingernails, false or natural should be a reasonable **short length and rounded** to enable team-teach and personal care to be carried out safely.
- Ties should be removed where a Team Teach situation arises.
- Scarves may be worn outside in cold weather with the ends tucked into coats to avoid having them pulled by pupils.

**Non-Uniform Days:**

- Rules apply as per educational visits.

**INSET Day:**

- Rules apply as per educational visits.

If you require any further clarification regarding the Dress Code Policy, please speak to a member of the Leadership Team.