

2017/2020

Llanishen High School Staff Dress Policy

This document contains the specific policy and associated information relating to the Staff Dress Policy at Llanishen High School

Responsible staff member: Mrs S Parry
Approved by Governing Body: May 2017
To be reviewed: April 2020



Llanishen High School -Staff Dress Policy

Introduction

These guidelines and expectations for staff dress and appearance are intended to strike a balance between individual choice and the need to maintain role-sensitive and high standards in dress and appearance.

A high standard of dress and overall appearance of staff is important because it reflects the high expectations that we have in terms of teaching and learning, behaviour and student uniform. We should model the high standards expected from our students as well as presenting a professional image to our parents and the wider community.

Key principles

The way that staff present themselves, including their clothing, is an important part of their overall professional demeanour. Whilst we do not wish to be overly prescriptive, we expect all staff to adhere to the following standards concerning their professional dress:

- Ensure that they are in keeping with the professional image of the school
- Dress appropriately for their role
- Consider appropriate health and safety requirements
- Refrain from wearing anything that is likely to bring the school into disrepute (i.e. potentially offensive badges, logos or motifs)

Standards of staff dress

- To maintain high standards of safeguarding, the school identification badge should be worn at all times
- Teaching and support staff should dress appropriately for their role every day. Appropriately means:
 - Jeans/denim, cargo style trousers and leggings are not appropriate professional attire
 - Attire should not be flamboyant or suggestive in nature. Low tops and short skirts are not suitable
 - Female staff may wear tops that are sleeveless but should not be strappy or strapless
 - Male staff should ensure that trousers sit no lower than waist level
 - Clothing should not be revealing or excessively tight
 - In order to conform with the ethos of the school, facial and other body piercings are not suitable. Piercings in ear lobes are the exception
 - Staff are encouraged to use their discretion with regards to the amount of jewellery worn. This should reflect appropriate health and safety requirements
 - Where possible, tattoos should be covered during the working day
 - Footwear should comply with health and safety regulations. Flip flop style shoes are not permitted
 - On formal occasions (such as the Open Evening, Awards Evening and Parents Evenings) all staff attending should dress in a professional manner befitting the event

Standards of staff dress in summer

- Staff are expected to maintain standards of dress in warm weather, although they may wear appropriate short sleeves. They should continue to avoid low or strappy tops

Other considerations

- Those engaged in caretaking, cleaning and premises/grounds maintenance should wear dress appropriate to their work in order to ensure the highest maintenance of their health and safety
- Staff operating in specialist areas of the curriculum including PE, DT, Food Technology, Art and Science should dress appropriately and in line with the health and safety requirements of their activity
- Staff should note that it can be a criminal offence not to wear safety dress in certain situations (e.g. hard hats in construction areas and safety goggles when performing certain science demonstrations/experiments)
- Staff members who wish to wear appropriate, formal clothing from their own culture or background may do so. All clothing should be smart, business-like and appropriate
- Staff are permitted to wear religious symbols and ornaments of faith. They should, however, be worn in a discreet and safe manner
- Head dress in line with the beliefs and traditions of various religions are permitted at all times. However, this does not include any head covering that covers a substantial part of a person's face. This reflects the fact that verbal communication and body language form a significant part of our work with students

Where concerns are raised

If a staff member's clothing or appearance is not deemed appropriate, the Headteacher or other member of the Senior Leadership Team will speak to the staff member concerned to discuss any concerns

Complaints

Any complaints about the operation of this policy should be made to the Headteacher in the first instance. If not satisfied, the complainant may take his/her complaint to the Governing Body via the Clerk to the Governing Body. The Governing Body's decision will be final