

# 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 2020  
To be reviewed: March 2023



# **Staff Dress Policy**

## **Section 1 : Introduction**

1.1 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.

1.2 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. Staff should model the high standards expected from our students as well as presenting a professional image to parents and the wider community.

## **Section 2 : Key principles**

2.2 The way that staff present themselves, including their clothing, is an important part of their overall professional demeanour. Whilst not wishing to be overly prescriptive, all staff are expected to adhere to the following standards concerning their professional dress by ensuring:

- it is in keeping with the professional image of the school
- it is appropriate to their role
- it takes account of appropriate health and safety requirements
- it does not include anything likely to bring the school into disrepute (e.g. potentially offensive badges, logos or motifs).

## **Section 3 : Standards of staff dress**

3.1 To maintain high standards of safeguarding, the badge identifying the wearer as a member of the school staff should be worn at all times.

3.2 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
- tops can be sleeveless but should not be strappy or strapless
- trousers should 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
- discretion should be used regarding the amount of jewellery worn and 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.

3.3 Staff are expected to maintain professional standards of dress in warm weather, although they may wear appropriate short sleeves. They should continue to avoid low or strappy tops. If shorts are worn, they should be formal and tailored in nature and be suitable for the professional workplace.

## **Section 4 : Other considerations**

4.1 Staff engaged in caretaking, cleaning and premises/grounds maintenance should wear dress appropriate to their work in order to ensure their health and safety is maintained at a high standard. 4.2 Staff engaged 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 for their activity.

4.3 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.

4.4 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.

4.5 Staff are permitted to wear religious symbols and ornaments of faith. They should, however, be worn in a discreet and safe manner.

4.6 Head dress in line with the beliefs and traditions of various religions is 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 contribute significantly to working with students.

## **Section 5 :Where concerns are raised**

5.1 If a staff member's clothing or appearance is not deemed appropriate this should be brought to the attention of the Headteacher or another member of the Senior Leadership Team who will speak to the staff member concerned to discuss any concerns.

## **Section 6 : Complaints**

6.1 Any complaints about the operation of this policy should be made to the Headteacher in the first instance in accordance with the school's complaints policy. If not satisfied, the complainant may take his/her complaint to the Governing Body as set out in the complaints policy. As set out in the policy the Governing Body's decision is final.

## **Section 7 : Monitoring and Review**

Standards of staff dress will be monitored via the line management structure in school. The headteacher will log concerns and will review these annually with the member of the senior leadership team with responsibility for staff wellbeing.

## **Section 8 : Other Relevant Policies**

Health and Safety Complaints

*An equality impact assessment has been carried out for this policy and as necessary changes made to mitigate any identified negative differential impact on individuals having one of the protected characteristics contained in the Equality Act 2010.*