

Dress Code Policy

March 2024 – March 2027



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Policy Reviewed by Board of Directors: 21.03.2024
Date of Next Review: March 2027
Responsible Officer: CFO/CEO

Vision Statement

Serving and celebrating our unique schools and communities, we will love, live and learn together. Valuing our pupils, staff, governors and team as people of God, we will deliver transformational learning and the flourishing of all.

Related Policies

- Scheme of Delegation
- Disciplinary Policy
- Staff Code of Conduct
- Whistleblowing

1. About this policy

We encourage everyone to maintain an appropriate standard of dress and personal appearance when working at any school within the Trust. The purpose of our dress code is to establish basic guidelines on appropriate clothing and appearance at our workplace, so that we:

- promote a positive and professional image;
- respect the needs of men and women from all cultures and religions;
- make any adjustments that may be needed because of disability;
- take account of health and safety requirements; and
- help staff and managers decide what clothing it is appropriate to wear to work, each school may have its own further particular rules which will be notified to you by the school.

Headteachers are responsible for ensuring that this dress code is observed and that a common-sense approach is taken to any issues that may arise. Any enquiries should be made with your Headteacher.

Persistent unreasonable failure to comply with the dress code may result in action under our Disciplinary Procedure.

We will review our dress code periodically to ensure that it reflects appropriate standards and continues to meet our needs.

The Trust has overall responsibility for this policy, including keeping it under review.

This policy does not form part of any employee's contract of employment.

2. Appearance

While working for us you represent us with pupils, parents and the public. Your appearance contributes to our reputation and the development of our Trust.

All employees should wear smart clothes and appear clean and smart at all times when at work.

Employees should not wear gym or beach wear to work (unless your role requires, such as P.E), which includes track suits, sweat-shirts, casual t-shirts or shorts, combat trousers, jogging bottoms, or leggings. Clothing should not be dirty, frayed or torn.

Tops should not carry wording or pictures that might be offensive or cause damage to our reputation. It is inappropriate to wear cut-off shorts, crop tops, see-through material or clothing that

exposes areas of the body normally covered at work. This applies to all employees. Where appropriate tattoos should be covered by clothing or other means and where possible visible piercings should be limited to ears.

Footwear must be safe and clean and take account of health and safety considerations. Trainers, flip-flops and fit-flops are not acceptable (apart from where agreed by the Headteacher that they can be worn for medical reasons).

Where we provide safety clothing and equipment, it should be worn or used as appropriate and directed. You should not wear clothing or jewellery that could present a health and safety risk.

3. Religious and cultural dress

You may wear appropriate religious and cultural dress (including clerical collars, head scarves, skullcaps and turbans) unless a risk assessment has concluded that it may potentially create a health and safety risk to you or any other person or otherwise breaches this policy.

Where necessary your Headteacher can give further information and guidance on cultural and religious dress in school.

Priority is at all times given to health and safety requirements.

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