Policy on
Staff Dress Code

Updated based on the responses from the consultation during November/December 2022 involving all staff members.

Bigland Green School recognises that dress and appearance are matters of personal choice and self-expression. To dress professionally shows pride, effort, respect for self and the profession. Bigland Green believes that all staff members represent the school in a professional capacity and as such are the ambassadors of the school. Pupils are influenced by role models around them. Teachers[1] are one of the main role models for pupils at Bigland Green.

Aims and objectives

All staff members[2] play an important role in the process of increasing children's life chances and preparing pupils for the future. It is important that the school provides best example of role modelling of appropriate dress code, particularly in relation to health and safety, and appropriateness in different workplaces for later life.

Underlying principles

All staff members must dress in a manner that is appropriate to a professional role and that promotes a professional image in accordance with the school dress code. Staff members as role models for pupils[3] are expected to be suitably attired to meet safeguarding and professional presentation expectations. The staff dress code at Bigland Green is underpinned by the following three principals and takes into account available guidance from professional association(s)[4]:

- Professionalism – taking pride in appropriate dressing for their specific roles in the school.

- Comfort – staff members may exercise personal comfort choices that are not contradictory to this policy.

- Individual personality – staff members have a right to exercise their individuality including their cultural/religious preferences provided that they are not contradictory to the underlying principles of this policy.

Staff dress code

All staff members should dress safely and appropriately for the tasks they undertake and not breach health and safety regulations. Staff members should dress in suitable smart/professional clothing and footwear that provides the necessary flexibility of movement and comfort which is necessary for teaching in a primary school. However, this would not apply on 'non-uniform' or Training Days when teachers are free to dress casually.

Staff members should dress in a manner that is not offensive, revealing or sexually provocative; and in a manner that is absent from political or contentious slogans at all times. Tattoos and body art should be covered while staff are in school as appropriate.

When teaching PE all staff members must wear a house-coloured t-shirt and trainers as the basic minimum. T-shirts should not be worn over clothes that are normally for outside. Staff members are encouraged to change before PE to jogging/tracksuits or other appropriate attire and back to professional attire afterwards. The school has a changing/shower room for staff members.

---

[1] The word 'teacher' is used to refer to all staff members at Bigland Green.

[2] 'Staff members' include student teachers, volunteers and anyone involved in teaching in the class.

[3] 'Pupils' is used to refer to children who attend Bigland Green Primary School including those attending the EYFS

[4] For example, NEU guidance on school uniform/dress code https://neu.org.uk/media/18336/view

While *common sense* and *professional judgement* principles apply to the vast majority of decisions staff members make about their conduct and presentation at work, the table below provides some examples of the application of the school dress code at Bigland Green.

	Examples of **suitable** clothing	Examples of **inappropriate/unacceptable** clothing
1	☑ Smart trousers or chinos ☑ Smart sweatshirts (plain) ☑ Long dress (as long as they are not a tripping hazard) ☑ Thick leggings with a long (below waist length) tunic or dress	☒ Hoodies (of any kind) ☒ Blue Denim Jeans (trousers, skirts, dress, tunic or jilbab…) ☒ Thin leggings worn as trousers (undergarments visible) ☒ Jogging/tracksuit bottoms ☒ Yoga pants
2	☑ Smart long (knee length) shorts	☒ Sport shorts or tracksuit shorts
3	☑ Scarves, shawls or other head covering	☒ Scarves, shawls dangling over and touching the floor ☒ Niqab – (while on duty, particularly while interacting with others – children or adults in school)
5	☑ Smart shoes /boots ☑ Smart trainers (preferably one colour) or plimsolls ☑ Smart sandals with securing straps at the back to provide firm support	☒ Trainers (other than those mentioned as suitable) ☒ High heeled shoes or boots (heel longer than 7 cm) ☒ Sports sandals or flip-flops ☒ Sandals without a back strap
6	Other	☒ Overly long garments or overly short garments/ low cut clothing. ☒ Clothing with inappropriate lettering, pictures or slogans (controversial messages) ☒ Clothes not suitable for schools (e.g. very long dupatta, spaghetti string top etc.) ☒ See-through clothing or underwear being visible

Discreet earrings or nose pins are acceptable but all other body piercings should be removed while on school premises. Precaution must be taken with items of jewellery that are worn and health and safety must be prioritised.

The guidance in this policy is not meant to detail every eventuality. It is up to individual staff members to decide whether their appearance is appropriate and guided by the principles in this policy. Bigland Green is committed to promoting diversity and will therefore respect individual preference in terms of customs, culture and tradition.

Implementation of this policy

Any staff members who is dressed inappropriately must be reported to their immediate line manager. Line managers will discuss the matters that are reported with the individual concerned in a sensitive and supportive manner. Repeated breech of this guidance will be dealt with by a member of the School Leadership Team (SLT) in accordance with the most appropriate school policy.

This policy will be reviewed periodically as necessary.

Date	Signature	Review
March 2023	B. A. Patolla	As required