

Dress Code for school staff

Rationale

At Aspiring Foundations Federated Nursery Schools we believe that an important part of creating positive relationships involves the creation of a welcoming, friendly and professional environment. We aim to create a first impression of trust, respect and professionalism and consider that clothing is paramount in supporting this.

We believe that staff are role models for children and should therefore dress accordingly. However we believe that staff should be encouraged to dress appropriately for the activities they are undertaking, be it playing actively on the carpet or outdoor learning. All staff form an important part of that modelling process and as professionals should always give careful consideration to how they dress and act. Staff must ensure they are dressed safely and appropriately for the tasks they undertake. Those who dress or appear in a manner which could be considered as inappropriate could render themselves vulnerable to criticism or allegations of misconduct.

Guidelines

- As part of safeguarding for staff and children it is important that staff wear clothing which is:
 - appropriate to their role,
 - is not likely to be viewed as offensive, revealing or sexually provocative,
 - does not distract, cause embarrassment or give rise to misunderstanding
 - is absent from any political or otherwise contentious slogans
 - is not discriminatory
 - does not compromise health and safety

Dress code rules

- Clothing and footwear must be suitable for the work environment.
- Appropriate clothing should be worn for the occasion:
 - for sitting on the floor/playing on the carpet
 - attending a trip - ensure appropriate wet weather and warm clothing is taken.
 - working outside - clothing appropriate to the weather is worn
- Long hair should be tied back when appropriate - e.g. preparing food
- Clothes should be neat, clean and in good repair
 - No hemlines of skirts or dresses to be more than 2 inches above the knee (no slits in skirts or dresses)
 - Necklines must be appropriate ie not low or gaping at the chest
 - Jewellery is worn at the staff members own risk, must be appropriate and not place either the staff member or child at risk of injury

- Coloured jeans can look smart when worn with an appropriate top, and not ripped or washed out.

The following items are not acceptable:

- See through garments. Please be particularly aware during summer months when items are thinner.
- Low cut tops. Please be particularly when you are bending in front of children, leaning across a table etc
- Crop tops (i.e. any midriff showing).
- Underwear being revealed. Please be particularly aware of items showing above trousers etc if low waisted trousers are worn!
- Shorts (unless tailored to the knee).
- Stiletto heels and flip flops
- Denim blue jeans unless on a visit

Monitoring

The policy will be monitored by senior staff. Any staff not conforming with the policy will be requested not to wear that item of clothing again and if necessary will be asked to change.