



John Grant School

## Staff Dress Code Policy

Our dress code has been developed alongside our Physical Intervention, Positive Handling Policy. Health, Safety, and Safeguarding Policies.

### Overall Aim:

For all our staff to be a good role model, to dress practically and appropriately, and to consistently present a professional image of the school.

### Code:

A person's dress and appearance are to an extent a matter of personal choice and self-expression; however, staff should dress to be consistent with the following:

*Staff should wear clothing which:*

*Promotes a positive and professional image*

*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 of any political or otherwise contentious slogan*

*Is not considered to be discriminatory*

**(Working Together to Safeguard Children, March 2013)**

More particularly we must consider the potential hazards all can face in situations when working with our pupils who may have challenging behaviour, moving and handling requirements and/or high level care needs.

Staff should also bear in mind that what may look fine while you are standing up, could look quite different if you are leaning over a child, or sitting on a low chair! This may be embarrassing for colleagues, but also have impact on our adolescent students.

Staff must therefore comply with the following and more specifically wear:

- No dangly jewellery, or rings with protruding decoration/stones.
- Long hair tied back.
- Full shoes, i.e. Those that have complete toe covering and a secure back. Shoes should be flat or have a low practical heel
- No ripped jeans or other clothing
- No low cut tops
- No bare midriffs
- No shorts above the knee.
- No skirts shorter than just above the knee

- NB
- i. When working with pupils who may bite or scratch, long sleeves are advised (in more extreme cases protective arm/hand guards will be provided)
  - ii. T-shirts can be sleeveless, but should have shoulders that come to the "sleeve line", i.e. not be strappy or more revealing vest tops.

Thank you for your co-operation

July 2019