



## DRESS CODE FOR ALL SCHOOL EMPLOYEES WORKING ON SITE DURING SCHOOL HOURS 2025 - 2026

*At St. Joseph's we live, love and learn by the example of Jesus*

### RATIONALE

St Joseph's School recognises that whilst we would want staff to exercise choice in the clothing they wear to work, there is a need for clothing to be appropriate and safe for working with children. There is no desire to set a particular style of dress or appearance, but rather to set a standard that is appropriate within a learning environment that promotes effective teaching and learning. While at work, all staff are representing the school and through their appearance have an impact on the image the school projects to pupils, parents and visitors.

All staff are expected to ensure that their dress is appropriate for the type of teaching they will undertake, and worn with due care for personal health and safety.

Above all else the style of clothes need to represent the professionalism with in which we want to be perceived.

### DRESS CODE

Everyone should be Smart, Professional and show that we are role models to others

The following items **do not** portray a professional image and may cause distraction or unnecessary danger to staff or children. The following **should not be worn** at work:

- cropped tops, halter neck, low cut tops, vest tops, off the shoulder tops or any clothing with unnecessary flesh visible,
- visible underwear or skirts/shorts above the knee;
- any clothing with slogans or brand names that may cause offence;
- Jewellery that dangles, hangs, or is likely to distract children.
- Earrings should be small.
- Rings which could harm children should be removed;
- No nose rings/piercings
- No tongue piercings
- Clothing that has 'fashion holes and rips';
- Colours and patterns that affect children's learning and impact negatively on their sensory needs;
- Fingers nails are to be kept to an appropriate length which wouldn't harm children
- No fashion hair colours
- Footwear needs to be comfortable and suitable for what is being taught (no flip flops due to H&S).

- Staff should also be aware of fragrances they wear as these can impact on children's learning and well-being.
- No denim (regardless of colour) should be worn
- No Leggings should be worn
- Male staff must wear a shirt and tie

#### **Health & Safety**

- Black safety lanyard (not colour and non safety)
- No dangly jewellery with specific children

#### **LINE MANAGER'S RESPONSIBILITY**

Please make sure your team keep within the spirit and intent of the policy and provide clarification for people as and when required. If however a member of your team does not comply with the Dress Code policy then please discuss this with them individually to avoid the situation occurring again.

***Staff ID card to be worn at all times***

#### **EXCEPTIONS:**

This Policy does not apply on the following;

- INSET Days
- School trips
- Non uniform or dress up days