

## AURORA ACADEMIES TRUST

<b>Policy Title:</b>	Staff Dress Code
<b>Policy Reference:</b>	AAT SDC - Exp May 2018
<b>Function:</b>	<b><u>For Information and Guidance</u></b> /Statutory
<b>Audience:</b>	Prospective Parents, Trustees, Governors, Executive Headteachers, Head, Teachers, Support Staff, as necessary
<b>Ownership/ Implementation:</b>	The Trustees/LAB Governing Body (as required) have overall responsibility for ensuring that this policy is implemented
<b>Version:</b>	001
<b>Approved by Trust Board:</b>	May 2016
<b>Next Date for Review:</b>	February 2018



## Staff Dress Code

Our Academies are educational institutions within the public sector and as such our dress code needs to reflect the professional standards expected when working with children and their families. Our dress code must also support and reflect the cultural differences within the school and so our policy is to adopt a flexible approach that allows employees to dress in accordance with their cultural and religious beliefs. We also believe that a dress code protects staff in a climate in which they are open to potentially very difficult situations.

Our school has a clear dress code for the children including footwear. This needs to be kept in mind when staff choose what to wear. We must support the dress code and not introduce 'double standards' by wearing anything other than professional attire. The Head will be the arbiter of appropriate dress for the incumbent's role.

### All adults working on site should:

- Wear business attire to work at all times (collar and tie for men) unless stated otherwise, e.g. non-uniform day. Business wear means not wearing denim, provocative clothing, casually cut trousers (e.g. cargo trousers, thin linen 'beach-style' trousers, low hipsters), shorts, low cut tops, strappy tops, vest tops, halter neck tops (or dresses) or other sundresses. If leggings are worn, the top covering them should be almost knee-length. No informal t-shirts with slogans on.
- Not wear any clothing that would contravene any health and safety regulations of the school, e.g. long baggy sleeves whilst cooking, shoes with heels when doing P.E. or games, tie that could become caught in equipment during technology.
- Wear appropriate footwear. Open toed and backless footwear is allowed (not flip flops) but worn at the risk of the individual. Staff must remember that whilst open toed footwear may be safe for most of the time during the normal day to day running of a school, staff may be asked to do tasks where there will be more risks.
- Consider appropriate clothing when bending over a desk or walking up staircases. Do not wear track suits all day long unless the individual is a member of the P.E. department
- Wear up to a maximum of one pair of earrings and no other facial piercings. This supports the same standards that we expect of our children and helps the school to ensure that students follow the school rules.
- Be aware of their professional role in its wider sense and therefore consider appropriate attire in school and at school events, e.g. after school activities such as concerts/productions.



- Midriffs should be covered and there should be no visible tattoos at any time, be aware of bending, leaning over, etc. which may expose a tattoo.

