



# BYRCHALL HIGH SCHOOL

## Dress Code Policy

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### Rationale

Whilst we recognise that every member of staff has the right to be an individual, this must be balanced against a requirement that all staff present a neat, clean, smart and professional appearance at all times to promote confidence and professionalism to students, colleagues and parents.

### Aims

The dress code aims to ensure that the needs and expectations of students and staff are met in the areas of:

- Health and safety
- Security
- Promoting confidence and professionalism
- Respecting individuality and community diversity

### Guidelines

All staff are encouraged to dress formally.

Senior staff are expected to lead by example in this regard.

#### All staff must:

- Wear official identification name badges which are visible at all times whilst on duty at school
- Avoid wearing other badges/jewellery which display, for example, offensive statements; these will be deemed inappropriate
- Ensure their appearance is neat, clean, smart and professional at all times
- Initiate discretion and common sense in their manner of dress, taking into consideration the tasks they are undertaking and those with whom they interact
- Avoid presenting a bodily appearance or wearing clothing which is considered inappropriate, offensive or obscene or which endangers the health and safety of themselves or others
- Ensure the type of footwear worn is clean, smart and professional in appearance and conforms with health and safety requirements
- Avoid extreme hairstyles e.g. spiky hair / unnatural colours / excessive use of gel

#### All male staff must:

- Ensure they are clean shaven or wear a beard / moustache which is neatly trimmed
- Wear a tie appropriately

#### Examples of prohibited dress or appearance include:

- Low cut tops, hipster-style trousers, translucent clothing, visible g-strings, strappy t-shirts, mini skirts, denim, leather, jeans, trainers, flip flops or other backless shoes and hats (reserved for mufti or professional development days)
- Any clothing which is too tight
- Multiple ear-piercings; any facial / body piercings or tattoos (any tattoos or body piercings must not be visible at any time)
- Earrings for male staff
- Clothing with messages or illustrations which are indecent, vulgar or advertise a product/service not permitted by law to minors
- Any adornment such as chains or spikes that reasonably could be perceived/used as a weapon
- Any symbols, styles or attires frequently associated with intimidation, violence or violent groups
- Jewellery which could be used against staff in an emergency situation or become caught in equipment e.g. large hoop earrings / long necklaces

In addition, all staff must:

- Ensure that attention is paid to personal grooming / dental hygiene for health reasons and so as not to discomfort others
- Not chew gum at any time
- Not report to work smelling of alcohol (should this happen, school procedures on substance abuse will be followed by the Headteacher)