



BYRCHALL HIGH SCHOOL

Dress Code Policy

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)