St. Paul's
Church of England
Primary School

St Paul's Staff Dress Code Policy

To commence September 2022

Introduction

This policy has been written after careful consideration of the government's "Dress codes and sex discrimination" 2018 guidance and after considering equality, non-discrimination and respect for other faiths, cultures and opinions.

At St Paul's we believe that staff presenting a professional image is essential. We have a strict dress, hair and jewellery code for children which teaches them to dress appropriately and smartly as befits the occasion. Staff must also present professionally to be an example to children and to promote the professional image which the governors wish school to present. Staff must also not dress in a way which could offend others and must present themselves in a manner which promotes the very best education for children.

This dress code is not exhaustive and common sense must be used. If a member of staff is unsure, especially if planning to make radical changes to their appearance, they should speak to the headteacher beforehand.

Dress should be appropriate for the situation eg appropriate clothing worn when teaching PE.

Dress

Staff must always dress smartly. Denim jeans or denim trousers of any description are not allowed unless it's a "non-uniform day" or a school trip. Underwear must not be visible and clothing should not be overly revealing.

Hair

Extreme hairstyles are not allowed. That means no shaved styles, tramlines, mohicans or other extreme hairstyles and that hair must be of a natural colour. Hair must not be dyed non-natural colours.

Piercings and tattoos

Facial tattoos and piercings are not permitted. This would not fit with the professional image school wishes to project, and can be distracting for children trying to read facial expressions, or for partial hearing children trying to lip-read, when communicating with staff. Faces must not be covered for the same educational reasons. If a member of staff has to/ wishes to use a face covering (eg due to coronavirus cases), that face covering must be transparent so that the member of staff's face is visible.

If a member of staff has tattoos elsewhere than on the face, these must not be offensive or potentially frightening for children, otherwise they need to be covered.

Visitors and contractors

Visitors and contractors/ external agencies, who are not directly employed as school staff, cannot be expected to adhere to school's dress code as it is not the policy of their company/ employer. However, there are still the same expectations of non-revealing clothing and non-offensive tattoos. Visitors working with children would be expected to not cover their face other than with a transparent face covering. If there is some doubt, please refer to the headteacher.