Kettlethorpe
HIGH SCHOOL

# Staff Dress Code

Next to be reviewed: November 2027

CONTACT US

# Staff Dress Code

Teaching is a formal and professional vocation. A staff dress code should reflect this and it is important that staff project a professional image to pupils, parents and other stakeholders. Our dress code reflects the high expectations of the school in terms of teaching and learning, behaviour and pupil uniform. It is recognised that staff within the school perform a variety of different roles and our dress code takes this into account.

Rationale:

- The respect a member of staff deserves must be reflected in their appearance and professionalism.
- All staff must dress in a manner which reflects this professionalism.
- All staff are models for the learners in the school, therefore we have a responsibility to model appropriate dress and appearance.
- The image that we project as professionals is associated with how we present ourselves; the image of the school in the community is related to how all adults in the school dress. It is therefore important to dress appropriately when acting in a professional capacity and with due regard to any conclusions parents/visitors may draw from your appearance.

General principles

- Staff must abide by the dress code and dress appropriately for their particular role.
- Clothing should be clean and in a good state of repair.
- The Headteacher has the final say on whether clothing and appearance is appropriate. If a staff member's clothing or appearance is not deemed appropriate, the Headteacher, or other member of SLT, will speak to the staff member concerned to discuss any concerns.

Information for all staff

- Clothing must be professional attire and not casual wear.
- Male staff must wear a shirt, tie, trousers and smart shoes (except, DT staff, PE staff and designated support staff when carrying out teaching where there are health and safety implications).
- Female staff must wear smart dresses or separates (except designated support staff). Trousers may be full or ¾ length, but no shorter. Any cropped trousers must be formal and tailored. Skirts and dresses should not be too short (just above knee length at the shortest). Shirts, blouses, knitwear and other smart tops may be worn, plus smart shoes or boots.
- Where possible, learning support assistants and office staff are expected to adhere to the same dress code as teachers.
- Other support staff and non-teaching staff (e.g. technicians, canteen staff, premises manager, site staff) should dress smartly and appropriately for their role taking into account health and safety issues/the physical nature of their role.
- Hair should be neat and tidy. No extreme hairstyles or hair colours (which are outside the natural shades). SLT reserve the right to judge what is extreme.
- Visible tattoos are discouraged.

- Jewellery should be discreet with visible piercing restricted to ears (for women only). Single nose studs may be worn for reasons of culture or religious observance only.
- On formal occasions (such as presentation evening and celebration evenings), all staff attending must dress in a professional manner befitting the event.

The following may be helpful in clarifying what is and what is not appropriate:

- No denim
- No revealing or excessively tight clothing
- No T-shirts (except PE staff) with exceptions for female staff who wear t-shirts in conjunction with other clothing
- No shorts (except PE staff)
- No combat or cargo trousers (except IT technicians' uniforms)
- No leggings unless under an appropriate length skirt or dress
- No inappropriate footwear (e.g. flip flops and trainers except PE staff which may contravene health & safety guidelines).
- Women's tops may be sleeveless but should not be 'strappy' (i.e. have narrow shoulder straps) or be strapless
- No large logos
- No clothes that are excessively worn or faded
- No clothes with rips or tears.