



# *Esher Church of England High School*

## **STAFF DRESSCODE**

*(Approved Governors SLT committee meeting 2 May 2012)*

### **Aim**

To ensure staff “dress for success”, in order to establish respect, creditability and authority. Our dress is a statement of confidence in our potential and our ambition.

### **Principles**

At Esher High School, all adults are role models for young people, and should therefore dress appropriately; their appearance should be professional at all times. We expect staff to dress appropriately during the school day, setting an example to the students. We all represent the school, through our language, our demeanor and also our dress. Staff attire and personal appearance should convey our professional image to students and the wider community. We are of the belief that:

- Respect in the classroom and out of the classroom can be influenced by staff appearance
- Staff who follow the Dress Code are less likely to face opposition when enforcing the school’s uniform policy
- Parents value teachers who model the standards that are promoted for students.

### **Expectations**

Staff are expected to dress in smart business attire, which should be discreet and not provoke student comment. Staff should avoid visible body piercings and tattoos and clothing which might be considered too revealing or casual. In line with the school’s policy on equality, clothing worn for religious reasons is acceptable.

Staff should interpret business attire as:

- A suit or smart trousers and a shirt with a tie for men
- A suit, dress or smart skirt/trousers for women.
- Footwear should be smart, appropriate and safe for walking around the school site please refer to the Health and Safety section below regarding flip flops and types of heels.

The following items of clothing and aspects of personal appearance are deemed to be inappropriate.

- Denim or jean style trousers
- ‘Hoodies’
- Tracksuits, sports clothes or trainers(unless for PE)
- Any clothing with potentially offensive wording
- Underwear visible (because clothing is tight, skimpy or see-through)
- Skimpy or revealing clothing
- Tattoos (should be covered).
- Head phones

Piercings - Conventional piercings, such as in earlobes or for cultural reasons are acceptable for both males and females; other piercings should be removed

Hair – in line with the policy for students’ hair should be of an acceptable style and colour.

Staff working in particular areas e.g. Site Team, PE staff, Laboratory Technicians, Invigilators should have an agreed dress code appropriate to their duties.

Certain days can be declared dress down days, generally Inset Days or during school holidays. On these days, jeans and other more casual clothing may be worn although never clothing potentially offensive to others.

All staff must wear photo identification at all times whilst in School

This policy addresses common issues in relation to dress code, but it is not possible to detail every eventuality. Therefore, managers and staff will need to use their discretion in deciding whether appearance is appropriate, guided by the principles outlined. The Headteacher has ultimate discretion in this regard.

### **Health & Safety and the Use of Personal Protective Equipment**

Every member of staff has a responsibility to minimise the risk of injury and ill health to him/herself and others whilst at work; risks associated with items of clothing or accessories must be considered in relation to activities being undertaken. Health and safety requirements may mean that for certain tasks specific items of clothing must be worn.e.g. safety glasses or protective overalls. Long hair should be tied back for practical lessons and activities.

The wearing of flip flops and very high or stiletto heels is discouraged due to the potential hazards to the wearer and others when moving around the building especially in busy corridors and on stairs.

### **Implementation and Monitoring of the Staff Dress Code.**

All prospective members of staff will be advised that Esher High operates a Staff Dress Code and new members of staff will be informed of this policy as part of Induction.

- Line Managers are responsible for monitoring and enforcing this policy; the Personnel Department will provide support and guidance as necessary
- Breaches of the Dress Code will be addressed in the first instance by an informal personal, private discussion to advise and counsel the member of staff regarding the breach
- Further breaches will be managed through the school disciplinary policy