PCS Staff Dress Code



Rationale

To ensure staff dress maintains authority, credibility and respect, whilst supporting staff in being good role models as both adults and employees.

Introduction

Following a dress code will help staff gain and retain the respect and credibility necessary to be effective in working with students and parents. Parental expectations regarding the professionalism of all staff should be satisfied from the very first impressions. The right clothing also shows we are serious and consistent. Students will tend to model what they see. In turn we as school staff have high and growing expectations of our students and are constantly trying to improve their appearance, reinforcing school as a place of work for children and adults. This policy will help develop that ethos further.

The Policy

First appearances are important and staff should strive to set the example for each student. An effective member of staff will dress appropriately and so model the expectations we have of our young people. Schools are unique as being both places of work and also institutions which train for work. Furthermore, making a good impression on parents helps foster a productive relationship which will help the student be successful. Establishing oneself as an authority figure by following the dress code policy and the rules of the school helps reiterate the serious business of education.

Expectations

Staff should dress smartly; business clothing is the best guide, casual clothing should be avoided.

Clothes

- A suit or smart trousers and a collared shirt with tie for men. In some situations a tie may represent a safety risk and so should be removed for such activities. Ties need not be worn during hot weather in May-July, although formality when meeting parents is helpful and a sign of professional pride.
- A smart skirt/trousers/dress for women and blouse or other smart top as appropriate and a jacket if desired, formal cardigans may be worn.

<u>Shoes</u>

Footwear that is appropriate and safe for walking around the school site is vital. Shoes that
are open or have high heels may make some situations awkward or dangerous. All staff
members are responsible for ensuring that their footwear does not prevent them carrying
out their duties or activities in a safe and effective way. For example, offering support to a
colleague in a science laboratory or dealing with an incident on the other side of the school
field.

Exceptions

 The exception to the description above is where a staff team have an agreed 'uniform' for the role within school that they undertake e.g. Site Team and PE staff. Uniforms are agreed with the Headteacher and designed to allow safe effective working where the clothing described above may not.

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Other Expectations

The Headteacher and governors expect:

- clothing to be modest and casual wear to be avoided.
- shoulders to be covered when walking around school, except in very hot weather.
- fashion accessories, including earrings and make-up, not to be excessive.
- hair colour and make-up to be subtle.
- no body piercings, other than an earring in each ear, to be visible.
- visible tattoos should be minimal and discrete, none on neck or face.
- jogging bottoms, denim and short skirts are not appropriate.
- Hijaabs covering head and shoulders may be worn as part of religious belief and should be suitable for the work environment. The face should not be covered as this may interfere with the clear communication required by adults in the school.

Dress Code for Inset and Review Days

- Inset days are exceptions to this code and clothes should be appropriate for the activities to be undertaken and also reflect the likelihood of meeting with parents and other professionals.
- Review days with students (PRGS) are an important time with parents and students and professional credibility should be evident through the clothing worn.
- Review days for staff (PAR) are an important point in the appraisal cycle and an opportunity to discuss and demonstrate high standards.

If you are unclear please ask what would be considered appropriate.