




Bright Stars

Rudston Primary School and
Bright Stars Nursery

Staff Dress & Appearance Policy

Date: September 2019

This policy and all school policies are produced in accordance to guidance set out in our school legislation and guidance policy.

Approved By Governors: September 2019

Review Autumn Term 2021

Our Mission Statement:

To develop a love of learning,
enabling all children
to reach their full potential.

* Respect * Resilience *
* Responsibility * Enjoyment *
* Challenge *

Safeguarding Statement:

“Rudston Primary school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.”

Approved by Governors September 2019

Review Date September 2021

Rudston Primary School Statement of Purpose

At Rudston Primary School we work together to nurture a positive atmosphere of collaboration, openness, security and confidence. Children will be skilfully supported and guided to become independent and motivated learners who respect all and the environment in which they live and achieve their true potential.

POLICY FOR STAFF DRESS AND APPEARANCE

Rudston Primary School is committed to providing the best possible service to its pupils and the community, which we serve. We have a responsibility to enhance confidence in our school and present a professional image of our organisation.

This policy for staff dress and appearance is intended to strike a proportionate balance between self-expression and the need to maintain role-sensitive professional standards in dress and appearance.

We maintain that this policy is necessary due to the nature of our business and is proportionate, in that it only applies during an individual's hours of work or whilst undertaking school business.

This dress code is separate from policies on the use of protective clothing, which can be found in our Health and Safety documentation.

This policy has been drawn up with regard to the three areas of discrimination relevant to dress code policy:

1. Sex Discrimination Act 1975
2. Religious or belief regulations 2003
3. Disability Discrimination Act 1995

Overriding Principles

The following standards apply to all members of our school:

- Staff should dress in keeping with the professional image of a public sector service provider.
- Staff should dress appropriately for their job.
- Staff should not wear anything, which represents a risk to health and safety.
- Staff should not wear anything which is likely to bring the school into disrepute (i.e. potentially offensive badges, logos or motifs)
- Staff should maintain high standards of personal hygiene and grooming.
- Staff should ensure that clothing is clean and tidy.

- Generally, jeans and casual wear, and revealing garments are not deemed appropriate for the workplace.
- Appropriate clothing should be worn when delivering physical education.

Policy in Practice

Our school expects all staff members to dress in keeping with their professional status and as a good example of a professional to both learners and visitors. We also consider students on placement at Rudston Primary to follow this policy in accordance with our student placement policy and procedures.

In essence the ethos we seek to create and maintain is one in which the general appearance of staff conforms to contemporary standards of conventional dress. Staff members who wish to wear appropriate formal clothing from their own culture or background may do so. All clothing should be smart, professional and appropriate.