



King David Primary School

Dress Code for staff and volunteers

Introduction

This dress code has been introduced following discussion and consultation with staff and represents a consensus of views.

The purposes of the dress code are:-

- To present a professional and positive image of the school
- To present positive role models for pupils
- To respect and uphold the Orthodox Jewish ethos of the school
- To avoid giving offence to people of different cultures or beliefs
- To avoid unintentional injury to staff and pupils
- To contribute to high standards of health and safety

Dress Code

This policy provides

- Guidance to new colleagues, including students, volunteers and older pupils on work experience placement
- A benchmark against which the standards of all can be measured
- A framework to inform decisions on standards taken by individuals

Professionalism

- All staff must dress in a manner that reflects professionalism.
- All staff are models for learners in the school, therefore they have a responsibility to model appropriate dress and appearance
- Staff should look clean, tidy and well-groomed and should have a good standard of personal hygiene. Clothes should be in a good state of repair and free from obvious dirt and stains. Clothes should be appropriate to the role you are employed to do in school.
- Make up and jewellery should be conservative. Piercings should be discreet.
- Clothing may be “formal” or “smart casual”. It is often inappropriate for staff to wear expensive clothing in school, due to the nature of working with children. However it is still possible and necessary to appear smart.
- Inappropriate clothing which must not be worn includes (but is not restricted to): blue denim jeans and shirts; T-shirts with inappropriate slogans.
- No extreme hair-styles or colours are permitted.
- Any tattoos must be covered at all times.

Religious sensitivity

- Female staff should ensure shoulders, the midriff and legs above the knee are covered.
- Blouses need to have a neckline that protects modesty, at the front and on the back.
- Clothes must not be see-through, allowing a reduction in modesty, for instance by exposing undergarments or vest-tops.

- Make up and jewellery should be conservative. Any religious icons worn, which are non-Jewish in nature, should be concealed under clothing at all times.
- On Fridays and on days when there is a specific religious celebration in school, female staff members should wear skirts or dresses. A tunic with leggings is not sufficient.
- Male members of staff should wear a capul for assemblies, prayers, concerts and RE lessons.

Health and Safety

- Clothing should be practical for the tasks undertaken. For instance in PE lessons more flexibility will be needed within clothing, in order to demonstrate teaching points effectively. This will also be true when working with the younger children, as it is often necessary to kneel or sit on the floor.
- Staff should change clothes for PE, into appropriate sportswear, including footwear. Changing into and out of PE clothing will need to take place at a convenient time when staff do not have responsibility for children, and so there will be occasions when the staff member may need to remain in PE clothing for following lessons.
- Stiletto high heels must not be worn, due to the danger of stepping on children's fingers.
- Clothing should minimise the risks of tripping and snagging.
- Jewellery should not present a risk to the wearer, e.g. strong chains or drop earrings that can be grabbed and pulled by children. Sharp items such as rings and brooches should be avoided as they may present a risk to children.
- Hair should be covered for cooking activities.
- Long hair should be tied back for PE lessons.
- Staff need to be able to respond rapidly in an emergency, and tight or restrictive clothing, which reduces this capability, is inappropriate.
- Flip-flops footwear is not acceptable. Staff members may wear smart open-toed sandals, although at their own risk to their toes.
- Staff should wear clothing appropriate to their work area. If you are supplied with a uniform or overalls for your role within the school then you must wear these whilst carrying out your duties. This will include work in the kitchens or on a school trip.
- Lunchtime supervisors are supplied with tabards, which should be worn in the dinner hall and with the Packed Lunches group. Supervisors also have name badges, which should be worn when on duty.

Trips

- Specific clothing may be appropriate for trips. For instance, on wet or muddy field trips, wellington boots may be the most suitable clothing. In these circumstances, it may also be more appropriate to wear more casual or older clothing than at other times.

There are times when the Dress Code may be relaxed for specific school-based events or educational visits and staff will be notified accordingly.

All staff are asked to respect and follow the Dress Code at all times and assist one another as appropriate. Line managers will raise concerns with staff members as and when necessary.

We appreciate that the Dress Code might not suit all tastes but feel that our school environment and the safety of our staff make having one a necessity.