


<p style="text-align: center;">Staff Dress Code Policy</p> <p style="text-align: center;"></p> <p style="text-align: center;">Oakmeadow CE Primary and Nursery School</p>	
Reviewed Jan 2019	Next Review due: Jan 2021

The Governing Body's Dress Code has taken account of Article 9 of the Human Rights Act:

Freedom of thought, conscience and religion:

- Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change their religion or belief and freedom, either alone or in community with others and in public or private, to manifest their religion or belief, in worship, teaching, practice and observance.
- Freedom to manifest one's religion or beliefs shall be subject only to such limitations as are prescribed by law and are necessary in a democratic society in the interests of public safety, for the protection of public order, health or morals, or for the protection of the rights and freedoms of others.

The Governing Body's Dress Code Policy also takes account of the Race Relations Act 1976 and Race Relations (Amendment) Act 2000:

It shall be the duty of a body to:

- Assess the impact of its policies, including its race equality policy on pupils, staff and parents of different racial groups including, in particular, the impact on attainment levels of such pupils; and
- Monitor, by reference to their impact on such pupils, staff and parents, the operation of such policies including, in particular, their impact on the attainment levels of such pupils

Staff are the most important role models within Oakmeadow CE Primary and Nursery school. The school recognises the right of staff to choose what they wear and how they appear.

However, as role models, they need to set an example to the pupils. The governors of the school do not expect the staff to wear a uniform but do expect the staff to be smartly and appropriately dressed and well presented in school.

To ensure consistency across the school it is important that the message given to pupils about expectations for clothing is reflected in the professional clothing choices of all staff.

Whilst it is not possible to list every possible clothing option here, it is hoped that staff will dress in a way that reflects the high standards we set for the children and families.

- Whenever in school, staff should maintain a high standard of professional dress.
- To maintain a professional appearance, and to be consistent with the high expectations placed on children and families within our community, the wearing of casual clothes (i.e.

jeans, leggings and tops with thin straps) or clothes that could be considered provocative or revealing and is not part of the schools dress code expectation. During hot weather, if shorts are worn, they must be of an appropriate length and tailored.

- Appropriate footwear should be worn. Due to health and safety reasons the wearing of flip flops is not allowed.
- Staff should wear smart and appropriate PE clothes and trainers when teaching PE and games lessons. To be consistent with the expectations for the children, wherever possible, staff should change into these clothes for the morning or afternoon period whenever the lesson is taught.
- Teaching assistants who are supporting the learning of pupils in PE or games lessons should at a minimum have a change of appropriate shoes and wear clothing that enables them to take an active part in the lesson.
- Dangly earrings and other jewellery should be kept to a minimum.

For all staff

During PE all jewellery should be removed other than rings, watches and items of religious significance. However, for safety reasons, if they have sharp or protruding edges they should be taped.

The Governing Body wish to be sympathetic to cultural and religious dress. However, it is crucial that staff meet our expectations of suitable clothing and footwear. Careful consideration has been given to freedom of thought, conscience and religion and to race equality.

Members of staff, whilst being respectably dressed should not wear clothing that could have implications for the health and safety of themselves, or others in their care.