



## Staff & Volunteers Dress Code

Approved by SLT	August 2020
Next Review	January 2023

**This statement is applicable to both School and REP**

### Purpose

Lonsdale School is a professional workplace.

School strives to achieve excellence in meeting the needs of each individual pupil. We take pride in our work and maintain high standards in all areas of school life. These standards extend to the conduct and behaviour of all staff.

This dress code has been written so that all staff are clear about the standards of dress that are expected from both staff and volunteers.

### Introduction

Working at Lonsdale will nearly always involve physical activity of some sort. Clothing needs to be practical in order that work can be carried out comfortably.

Many members of staff are involved with moving and handling pupils and this can include intimate care and personal hygiene. It is important to wear clothing that maintains staff dignity and that does not cause embarrassment to the pupil.

All members of staff at Lonsdale can expect to come into contact with parents/other professionals therefore clothing should always be deemed suitable.

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

The following guidelines should be considered –

- Clothing should be practical and comfortable
- Shoes should have covered toes (in order to protect the foot) and should be appropriate for the activity underway. Flip flops or footwear that is not secured to the foot are rarely acceptable
- Clothing should not expose the midriff, hips or underwear. This would include clothing that rides up during physical activity
- Clothing should cover shoulders and be discreet around the cleavage. Spaghetti strap and vest tops are not appropriate for school.
- Clothing should not be so tight that it appears provocative
- Smart jeans are acceptable (ie not jeans with rips or frayed holes)
- Smart shorts of an appropriate length are acceptable
- Jewellery and false fingernails can be worn (at own discretion) but be aware of Health and Safety requirements and the task being undertaken
- T-shirts with suggestive/inappropriate logos are not suitable
- Body piercing and tattoos should be discrete. Lip, eyebrow or tongue rings/studs should be removed whilst in school'
- COVID-19: for the purpose of good hygiene practice and infection control, staff are advised to refrain from wearing jewellery on the wrists eg: a watch or bracelet, or for false nails to be worn. Please read in conjunction with Hygiene Standards and Intimate Care Policy.