

AURORA ACADEMIES TRUST

Policy Title:	AAT Staff Dress Code
Policy Reference:	AAT DC - Exp Jan 2020
Function:	<u>For Information and Guidance</u> /Statutory
Audience:	Prospective Parents, Trustees, LAB Members, Executive Headteachers, Head Teachers, Support Staff, as necessary
Ownership/ Implementation:	The Trustees/LAB Board (as required) have overall responsibility for ensuring that this code is implemented
Version:	001
Approved by Policy Working Group	January 2018
Next Date for Review:	January 2020



Staff Dress Code

Our Academies are educational institutions within the public sector and as such our dress code needs to reflect the professional standards expected when working with children and their families. Our dress code must also support and reflect the cultural differences within the school and so our policy is to adopt a flexible approach that allows employees to dress in accordance with their cultural and religious beliefs. We also believe that a dress code protects staff in a climate in which they are open to potentially very difficult situations.

Our school has a clear dress code for the children including footwear. This needs to be kept in mind when staff choose what to wear. We must support the dress code and not introduce 'double standards' by wearing anything other than professional attire.

All adults working on site should:

1. Wear business attire to work at all times unless stated otherwise, e.g. non-uniform day or if it would be inappropriate for their specific role in school. Business wear means not wearing denim, provocative clothing, casually cut trousers (e.g. cargo trousers, thin linen 'beach-style' trousers, low hipsters), shorts, t-shirts of any kind whether plain or with slogans, low cut tops, strappy tops, vest tops, halter neck tops (or dresses) or other sundresses. If leggings are worn, the top covering them should be almost knee-length.
2. Not wear any clothing that would contravene any health and safety regulations of the school, e.g. long baggy sleeves whilst cooking, shoes with heels when doing P.E. or games, tie that could become caught in equipment during technology.
3. Wear appropriate footwear. Open toed and backless footwear is allowed (not flipflops) but worn at the risk of the individual. Staff must remember that whilst open toed footwear may be safe for most of the time during the normal day to day running of a school, staff may be asked to do tasks where there will be more risks.
4. Staff are expected to wear suitable sporting clothes for PE lessons or sporting activities. This includes tracksuits, plain t-shirts, shorts, sweat-shirts, hooded tops and trainers. If such lessons are in the morning, staff will need to change back into professional attire at lunchtime. If such lessons are in the afternoon, staff will need to change into their PE clothing at lunchtime.



5. Ear piercings should be discrete and only studs worn. There should be no facial piercings other than one small nose stud. This supports the same standards that we expect of our children and helps the school to ensure that students follow the school rules.
6. Be aware of their professional role in its wider sense and therefore consider appropriate attire in school and at school events, e.g. after school activities such as concerts/productions.
7. Midriffs should be covered. Any visible tattoos should not contain images or wording that could be considered inappropriate to children - be aware of bending, leaning over, etc. which may expose a tattoo.

