



St Hugh's School

Staff Dress Code

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At St Hugh's School we believe that students are influenced by role models around them. All staff form an important part of that modelling process and as professionals it is important that we provide the best example of appropriate clothing for the task in hand.

Aims

Our aim in having a dress code for staff is to ensure:

- Clear expectations and guidelines are laid down for staff, students and volunteers in school
- Staff are suitably attired to meet safeguarding procedures
- That all students have appropriate role models for professional dress
- Students understand the importance of appropriate dress at relevant times (e.g. changing for P.E, covering clothes for art etc.)

Guidelines

- As part of safeguarding for staff and students it is important that staff wear clothing which is:
 - Appropriate to their role and garments are suitable for the activity e.g. 'moving and handling' or sitting on the floor decide whether trousers are more appropriate than a skirt
 - Not likely to be viewed as offensive, revealing or sexually provocative
 - Does not distract, cause embarrassment or give rise to misunderstanding
 - Absent from any political or otherwise contentious slogans
 - Not discriminatory
- Suitable smart/professional clothing and footwear must be worn to work
- Appropriate clothing should be worn for the occasion e.g: changing into sports clothing before P.E. and back into 'professional' dress afterwards, wearing an art apron during messy art activities
- During out of school visits the dress code applies, however if students are required to wear alternative clothing then the same will apply for staff
- Tattoos and body art to be covered if possible
- Jewellery is worn at the individuals own risk. Care must be taken to ensure it does not cause a health and safety hazard and that jewellery cannot injure a student unintentionally. Ensure all jewellery is removed during P.E. sessions as per expectations of students.

Suitable Clothing	
Smart trousers or chinos	Smart skirt (2" above the knee and below)
Smart dress (2" above the knee and below)	Smart shirt or blouse
Thick leggings with a long tunic or dress	Collared T-Shirts/Polo shirts
Jacket and/or smart sweater, top or cardigan	Tie or scarf
Smart long, tailored shorts	Smart shoes/boots
Shalwar Kameez, Sari, Kurta and Shalwar	

All clothing must be appropriate for the task or role in school and not breach Health and Safety regulations!

Please note the following items are **not** acceptable:

- Dresses and tops should not be revealing - be particularly aware if you are likely to be bending in front of students, talking to students sitting on the floor, leaning across a table, during first aid etc
- Underwear being revealed - be particularly aware of items showing either above trousers/skirt or when sitting/leaning across a desk when garments may become untucked
- See through garments
- No spaghetti string top
- Clothing with inappropriate lettering, pictures or slogans
- Denim items and jeans
- Excessively high heeled shoes or boots, Ugg style boots or open toed sandals/flip flops

Non uniform & dress up days:

Non uniform days should follow the ethos of the dress code with a 'casual' twist. Therefore denim, trainers, hoodies, t-shirts and fashion boots are acceptable.

On 'themed' dress days such as 'Wear it Pink', the dress code is to be applied with the exception of the coloured or themed item/s. Denim, trainers, hoodies, t-shirts and fashion boots are **not acceptable** unless they reflect the colour/theme.

Suitable Clothing for Physical Education:

All staff must change into suitable clothing and footwear for P.E. acting as role models for the students in what is appropriate to wear. For single lessons, staff must change their footwear in line with student expectation.

For P.E. health and safety issues are paramount and override any other consideration and staff must be able to move freely without being hampered by unsuitable clothing or footwear.

Acceptable PE wear	
Track suit or jogging bottoms	T-shirt or polo shirt (no slogans)
Sport jacket, fleece or sweatshirt	Shorts of a suitable length and style
Swimsuit or swimming trunks covered by shorts and T-shirt	
Modesty swimwear including semi & full cover swimsuits, burqini, veilkini	
All staff must wear footwear appropriate for the activity and not in breach of Health and Safety i.e trainers or plimsolls	
Hijab's, if worn, must be tied tightly to the head. If a shawl is worn, this must be secured tightly at the back and must not be loose at the front as this may impede assistance to pupils	
Long hair to be tied back	
Additional notes:	
During P.E. all jewellery should be removed other than simple wedding rings. However, for safety reasons, if they have sharp or protruding edges they should be taped. Teachers should only wear stud earrings, not hooped.	
Appropriate attire should be worn for swimming and when in the hydrotherapy pool.	

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. An important consideration is Health and Safety when teaching or in particular when assisting in PE lessons. The clothing must not present a trip hazard or could catch on equipment or apparatus -for example a jilbab would not be considered suitable; a thobe (a shorter garment than a jilbab) would be more appropriate to wear for PE lessons.