



## Stone Bay School Staff Dress Code

At Stone Bay School we aim to encourage and support our students by acting as role models, leading by example in all aspects of their work, their behaviour and appearance.

Our aim in having a dress code 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
- 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
- Tattoos and body art to be covered if possible
- Jewellery is worn at the individual's 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.

All clothing must be appropriate for the task or role in school and not breach health and safety regulations.

All staff should wear the Identification Badge provided, on easy release lanyards or clips. In order to reduce risk, when carrying out their particular role, staff should judge which to wear.

Staff have a right to expect respect and accommodation for their religious beliefs.

It can be advisable when working with particular students to wear long sleeves to reduce the risk of being scratched, bitten or pinched. Protective clothing is available to support staff when working with particular students.

**Footwear**                      Sensible shoes offering protection to feet should be worn by all student support staff. Shoes should stay on the feet without effort such that, for example, they do not slip off if suddenly required to run after a student.

**Trousers**                      Ripped / low hiped / low crotched / sequined jeans and trousers are not to be worn in the interests of safety and professionalism. Underwear must not be visible.

<b>Shorts / Skirts</b>	Tailored shorts which reach the knee may be worn. Sports shorts and above thigh shorts should not be worn. Skirts / culottes must be between 2" above the knee or below.
<b>Tee Shirts and Tops</b>	Tee shirts must not have offensive / inappropriate logos printed on them. Women's tops may be sleeveless but should not have narrow spaghetti straps or be strapless. Low/revealing necklines must not be worn.
<b>Outdoor Jackets and coats</b>	Should not be worn in the classrooms and residential flats.
<b>Jackets and fleeces</b>	Hooded jackets and fleeces may be worn and can be purchased from school suppliers if desired. Hoods should not be worn inside the school building unless it for safety reasons when working with individual students.
<b>Scarves</b>	Must not be worn around the school. They are a ligature risk.
<b>Long hair</b>	Staff who have long hair are advised to tie it back especially during food preparation / physical interventions and students' personal hygiene routines.
<b>Jewellery</b>	Staff can wear wedding or other plain rings, small / stud earrings and a watch. Hooped earrings are not to be worn as they cause serious tearing of flesh if pulled. Staff who work directly with students should not wear necklaces or other jewellery which could cause harm. Damage to jewellery / watches will not be replaced to full new price.
<b>Piercing</b>	Visible piercings (other than ear studs) are not to be worn. Serious injuries have resulted when staff work with highly challenging students and have pierced visible areas.
<b>Expensive clothing</b>	Should not be worn by staff in school. It could be damaged by students and could affect the way they work with a student who is grabbing them. Damaged clothes will not be replaced to full new price. Up to £30 will be paid to staff to replace an item of damaged clothing (upon receipt).
<b>Nails</b>	Staff should ensure that they do not risk causing injury to students through the length of their nails. Nail polish can be worn but should be presentable and not chipped. Staff should wear gloves when preparing food or supporting students with personal care.  Acrylic or gel nails may be worn. Staff should wear gloves when preparing food or supporting students with personal care.
<b>Scent</b>	Scents should be avoided or kept to a minimum as they can, on occasions, prove overbearing for the students with complex sensory processing needs.
<b>Glasses</b>	Damaged glasses by students will be replaced, upon receipt, up to the value of £100.00 and will be refunded through payroll.

The above list is not meant to be exhaustive and should a dispute arise from the interpretation of this code the Headteacher will be the final arbiter of what is acceptable.

**Additional notes:**

The Governing Body will 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) may be more appropriate to wear for PE lessons.

**N.B. - The school will not be responsible for injuries caused to staff if they ignore this DRESS CODE and sick pay may not be agreed for any resultant absence.**

**Version Control**

<b>Date</b>	<b>Revision</b>
June 2019	Modification to footwear Addition of Nails Addition of Aim and Guidelines
April 2023	Additional notes Addition of scents Addition of damage to glasses by students Increase of payment re damage of clothing by students from £10.00 to £30.00