

Downlands Community School

Staff Dress Code

The “West Sussex County Guidance on Safer Working Practice for all Staff Working in Education Settings” requires staff to ensure that they are dressed “decently, safely and appropriately for the tasks they undertake”. It states that, this means that staff should wear clothing which:

- ✓ Promotes a positive professional image
- ✓ Is appropriate to their role
- ✓ Is not likely to be viewed as offensive, revealing, or sexually provocative
- ✓ Does not cause embarrassment or give rise to misunderstanding

At Downlands, staff are expected to follow this guidance and be role models for pupils, always presenting a professional appearance.

Male staff wear a tailored shirt, collar and tie (with formal, tailored jacket and trousers or a suit and tie done up to the neck)

Female staff wear smart clothing such as tailored trousers or skirt/dress or suit. Short skirts, revealing tops or tight clothing, such as leggings, are considered unacceptable.

PE staff dress in sportswear. Premises staff and staff working in laboratories, design technology areas and art rooms have regard for health and safety and dress appropriately [e.g. Lab coats].

On certain occasions, staff wear clothes more suitable to the event or occasion such as sports day, school journeys and INSET days. Staff are encouraged to dress formally for occasions such as certificate evening, or parents evenings, when parents and visitors attend.

Staff who have tattoos or body piercing wear clothes that ensure they are not visible to pupils. No studs are worn in facial piercing during the school day or at formal events attended by pupils or parents. Large earrings, large ear studs such as spacers should also not be worn.

In hot weather, staff wish to remain cool but over informal or immodest clothing is avoided. For example, thin strap tops, and flip flop type sandals are not acceptable,

In extremely hot weather the pupil and staff dress code would be considered by the Leadership team and any relaxation communicated to pupils and staff.

Staff who feel that there may be exceptions to this code for religious, cultural or other reasons should consult with the Headteacher.