

Downlands Community School

Staff Dress Code Policy

Revised: February 2026

Rationale

At Downlands Community School, we believe that staff should present a professional image that reflects our high standards and values in a uniformed school. As role models for our students, staff attire should reinforce the ethos of the school, promote mutual respect, and maintain public confidence in our professionalism. A consistent dress code also supports safeguarding, health and safety, and equality across the school community.

We recognise the need for seasonal flexibility and comfort, and this policy outlines expectations for both summer and winter attire while maintaining professional standards.

Purpose

- Promote a professional and positive image of the school
 - Ensure staff are dressed appropriately for their roles and responsibilities
 - Support health and safety requirements
 - Maintain consistency and fairness across all staff
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General Expectations

All staff are expected to:

- Dress in smart, professional attire during the working day
- Wear clean, well-maintained clothing
- Display their identity lanyard at all times when students are present
- Avoid casual clothing such as jeans, hoodies, and sportswear unless specified by role

The Headteacher has the final decision on what constitutes appropriate dress. Line managers will address any concerns discreetly and respectfully.

Seasonal Guidance

Winter Term Attire- Autumn and Spring Term

Summer Term Attire- Summer Term

Summer Term Attire

- Short-sleeved shirts and blouses are acceptable
- Ties are optional
- Smart, tailored cropped trousers, shorts or dresses/skirts of appropriate length
- Professional summer footwear (see footwear below)
- Lightweight, breathable fabrics encouraged

Winter Term Attire

- Smart jumpers, cardigans, or blazers over shirts/blouses
 - Ties must be worn with shirts
 - Warm, professional outerwear when outside
 - Footwear should remain professional and suitable for movement across the site
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Footwear

- Must be safe, professional, and suitable for walking across the school site
 - Trainers are not permitted unless required for role or medical reasons
 - Open-toe shoes must be secure and appropriate for duties
 - Backless shoes are not permitted due to health and safety
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Health & Safety Considerations

- Full Downlands lanyard worn in school, exception being for practical based work where the ID clip is acceptable.
 - Jewellery and makeup should be discreet and professional
 - Only earrings and nose studs are permitted; no other facial piercings are permitted
 - Tattoos deemed inappropriate or offensive must be covered
 - Yellow high visibility vest worn for all staff on duty
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Role-Specific Exceptions

- **PE Staff:** Downlands PE kit
 - **Premises Staff:** Safety gear and appropriate footwear
 - **Science, Technology, Art Teachers:** Clothing suitable for practical work and in line with departmental H&S policies
 - **Catering and Cleaning Staff:** As per company policy
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Trips

- **Character Days and School Trips:** Activity appropriate attire required. Trip leader may request specific clothing
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Equality & Diversity

We are committed to inclusivity. Reasonable adjustments will be made where the dress code conflicts with a staff member's identity, belief, or disability. Staff are encouraged to speak with their line manager to discuss any concerns or have any questions about suitability of specific items. If the seasonal dress code is to change outside the set times, this will be the Headteachers decision.

Review Process

This policy will be reviewed bi-annually. Staff will be consulted to ensure the dress code remains fair, inclusive, and reflective of our professional standards.

Approved by: Headteacher

Next Review Date: February 2028