

At St Thomas More Catholic Primary School we aim to foster a feeling of professionalism and pride within our school. We believe that staff are role models for pupils and should therefore dress accordingly. We believe that staff should be encouraged to dress appropriately for the activities they are undertaking, including, PE or Outdoor Learning. We ask for everyone to support and uphold St Thomas More's dress code.

There are two principle pieces of legislation that are relevant to Dress Codes.

Equality Act 2010

An employer's Dress Code policy must not contravene prohibited direct or indirect discrimination in respect of the following 'protected characteristics' – age; disability; gender reassignment; race; religion or belief; sex; or sexual orientation.

Human Rights Act 1998

Article 9 of the act sets out the right to freedom of thought, conscience and religion;

Article 10, the right to freedom of expression.

1. INTRODUCTION

1.1 Staff are the most important role models in the school. The Governors recognise the rights of staff to choose what they wear and how they appear. However, as role models they need to set an example to the pupils. The governors of the school do not expect the staff to wear a uniform but do expect the staff to be smartly and appropriately dressed and well presented in school. The choice of dress should uphold the school's high expectations for the children.

1.2 The head teacher is responsible for ensuring that members of staff are aware of the dress code. All staff are responsible for familiarising themselves with its contents and complying with it.

2. GENERAL STAFF DRESS AND CONDUCT

2.1 Staff are seen as a role model and, as such, should always give careful consideration to how they dress and act. Staff must ensure they are dressed safely and appropriately for the tasks they undertake. Those who dress or appear in a manner which could be considered as inappropriate could render themselves vulnerable to criticism or allegations of misconduct.

2.2. All staff should be mindful that their dress sets an example to pupils. If staff dress smartly, pupils are more likely to follow suit. Staff should therefore exercise professional judgement, thinking about the 'Professional Conduct' aspect of the Teachers Standards, when deciding what to wear during the course of a normal school day. In winter, male staff should wear a collared shirt and tie. In the summer months a smart polo shirt may be worn.

No jeans, denim, jeggings, or sportswear or leggings (unless worn with a nearly knee length skirt or dress) should be worn during the normal school day. Shorts may be worn for sports' day, but should be mid-thigh to knee length. For health & safety reasons, staff should not wear flip-flops.

2.3. Staff should wear tops with wide straps (not shoestring) so that underwear is not visible, and dresses/tops should not be low cut so that the décolletage is mostly covered. Any tattoos should be

covered. Piercings and jewellery should not be worn excessively nor amount to an unacceptable risk either to an employee or to a pupil.

Whilst it is not possible to list every possible clothing option here, it is hoped that staff will support the safer code of professional conduct and will dress in a way that reflects the high esteem in which we are held by children and their families.

3. TEACHING PE, GAMES AND SPORTING CLUBS

3.1 Staff should wear PE clothes and trainers when teaching PE and Games lessons. To be consistent with the expectations for the children, staff may wear PE clothes to school if the corresponding activity takes place during the morning sessions, but must change into regular staff dress at lunchtime.

3.2 When teaching PE/Games in the afternoon, or if there is a sporting club after school, teaching staff should wear normal staff dress in the morning and change into PE clothes at lunchtime.

3.3 Teaching assistants attending to support the learning of pupils in a PE or Games lesson should at a minimum have a change of appropriate shoes.

4. PPA, NON-CONTACT TIME, ATTENDING COURSES/MEETINGS

4.1 Whenever in school but not teaching e.g. undertaking PPA or leadership/ management responsibilities, staff should maintain a high standard of professional dress.

4.2 When attending professional development courses or meetings outside school staff should maintain a high standard of professional dress. There may be exceptions e.g. courses for PE, Art, Forest Schools etc. where specific clothing is specified.

4.3 When staff are present at an evening workshop or information evening for parents they should maintain a high standard of professional dress. If staff have been teaching sporting activities during the school day or for an after-school club, they should change into something more professional.

5. SCHOOLTRIPS AND RESIDENTIAL VISITS

5.1 When on a school trip or residential visit, the attire of staff should mirror that of the children. For example, if pupils are wearing school uniform then staff should wear their regular school clothes. If children have been asked to wear specific clothing or dress down, then staff should follow suit, ensuring their choice of clothing is deemed safe and appropriate.

6. DRESSING UP/THEME DAYS

6.1 Staff are not obliged to dress up for particular school events or themed days but are encouraged to enter into the spirit of the occasion.

7. LOSS OR DAMAGE

In the event that staff submit a compensation claim to the school for loss or damage to personal belongings, the governing body may wish to place a monetary limit on what it is prepared to consider reasonable in such circumstances.