



Gaskell Community Primary School

School Dress Code Policy

Approval Date: September 2023

Review Date: September 2024

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Rationale

Gaskell Primary School recognises that all employees act as representatives of the organisation and should therefore be dressed accordingly. The way in which Gaskell employees dress plays an important role in the image they present to parents, general public and most importantly, as role models to the children. Furthermore, the dress code should allow the employee to carry out their role effectively and safely, whilst not compromising their individual rights and liberties. This dress code takes into consideration the following laws and guidance:

The Human Rights Act 1988

The Health & Safety Act 1974

Sex Discrimination Act 1975

Religious or Belief Regulation 2003

Disability & Discrimination Act 1995

Dress Code Requirements:

- All staff should dress in a manner that is safe, effective and appropriate for their individual duties
- All staff should be dressed smart and clean, whilst at work. The following recommendations should be followed:
- Staff should be dressed in an appropriate and professional manner therefore trousers, shirts, skirts and dresses should reflect this
- Clothes should be clean and well presented
- Modesty is strongly advised and clothes should reflect this
- All staff should wear appropriate footwear and the school takes no responsibility for any injuries incurred by staff wearing heels or open toe shoes.
- When teaching Sport and P.E, all staff MUST wear appropriate P.E kit for indoors and outdoors activities. This includes bare feet when demonstrating gymnastics techniques to the children.

Inappropriate attire includes:

- Excessively short skirts or dresses
- Tops that show excessive cleavage
- Sports related attire including football tops or T-shirts (except when teaching PE)
- Any clothes containing offensive slogans or logos
- Jeans/combat trousers
- Any clothes where the mid-riff is exposed
- Hair should be kept clean and tidy
- Hats and baseball caps are not to be worn indoors

There are times when these recommendations are not in place. However, the general guidance regarding modesty, appropriateness and offensive clothes must always be adhered to. These incidences include:

- Non-Uniform days
- Charity events
- School outdoor activity trips
- Sports lessons and days
- Health & Safety guidelines should be followed when dealing with food, open wounds or body fluids including covering hair in the kitchen and wearing disposable gloves when dealing with any wounds or body fluids.
- Any defects or deficiencies with the health and safety attire should be addressed to the Headteacher

Religious Requirements

Where a particular accessory or garment is to be worn for religious reasons, this will be allowed, but the following recommendations should be followed:

- Garments are clean and safe (avoid anything with a long trail or loose fragments which may pose a Health & Safety risk)
- Clothes and accessories should not compromise the educational well-being of the children or in contradiction of any law.

This includes:

- Covering the face when involved in an educational environment

- Carrying anything which is or may be perceived as a weapon
- Anything which may pose a health & safety risk such as long necklaces
- Hair (including facial hair) should be smart and clean. It should not obscure verbal and non-verbal communication with the children

Breach of Code

Employees who consistently abuse these guidelines may be dealt with under the Gaskell Primary School Disciplinary Procedure.

To be reviewed at any time to meet legislation change

