



Staff Dress Code

Dress Code

We at Our Lady & St Joseph Catholic Primary School believe that members of staff represent the school and through their appearance will have an impact on the image the school projects to pupils, parents and visitors and therefore need to set a standard appropriate within a learning environment for effective teaching and learning. All staff at Our Lady & St Joseph Catholic Primary School are expected to be smartly and appropriately dressed at all times. However, we also recognise that the staff represent a wide range of backgrounds, cultures, ages and tastes and naturally we want staff to exercise choice in the clothing they wear for work. This code sets out our expectations for day-to-day wear.

The dress code has taken account of Article 9 of the Human Rights Act:

Freedom of thought, conscience and religion

- a. Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change religion or belief and freedom, either alone or in community with others and in public or private, to manifest his religion or belief, in worship, teaching, practice and observance.
- b. Freedom to manifest one's religion or beliefs shall be subject only to such limitations as are prescribed by law and are necessary in a democratic society in the interests of public safety, for the protection of public order, health or morals, or for the protection of the rights and freedoms of others.

Suitable clothing

Women

- Dress (knee length or longer) with bare legs, leggings or tights
- Skirt (knee length or longer) or trousers with blouse or smart top
- Smart long, tailored shorts (knee length or longer)
- Shalwar Kameez or Sari

Men

- Trousers
- Smart shirt
- Tie (desirable but not essential)
- Kurta and Shalwar

Please note:

- Dresses and tops should not be revealing
- Dresses and skirts should be on or below the knee
- No spaghetti string top
- The dress code does not include blue denim jeans or skirt

- Clothing with inappropriate lettering, pictures or slogans must not be worn in school at any time
- All clothing must be appropriate for the task and not breach Health and Safety regulations
- Jewellery and false fingernails to be worn at your own discretion (but be aware of Health and Safety issues and the task being undertaken)
- If children are in school uniform during an out of school visit then the above applies, however if children are required to wear alternative clothing then the same will apply for staff

Footwear

All staff must wear footwear appropriate for the activity and not in breach of Health and Safety regulations.

Suitable clothing for Physical Education

For P.E. health and safety issues are paramount and override any other consideration. All staff must be able to move freely without being hampered by unsuitable clothing or footwear. Suitable footwear must be worn (i.e. trainers or plimsolls). All staff must wear suitable clothing and footwear for P.E

During P.E. all jewellery should be removed other than simple wedding rings. However, for safety reasons, if they have sharp or protruding edges they should be taped. It is advised that teachers should only wear stud earrings, not hooped.

Additional Notes

The Governing Body wish to 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) would be more appropriate to wear for PE lessons.

Members of staff, when on the school site, should not cover their faces in such a way as to preclude children from seeing the movement of their mouth when speaking; children need to see facial expressions in order to pick up verbal and non-verbal clues. (e.g. a burka, niqaab etc would not be considered as suitable.)

Safeguarding Statement

At Our Lady & St Joseph Catholic Primary School we respect and value all children and are committed to providing a caring, friendly and safe environment for all our pupils so they can learn, in a relaxed and secure atmosphere. We believe every pupil should be able to participate in all school activities in an enjoyable and safe environment and be protected from harm. This is the responsibility of every adult employed by, or invited to deliver services at Our Lady & St Joseph Catholic Primary School. We recognise our responsibility to safeguard all who access school and

promote the welfare of all our pupils by protecting them from physical, sexual and emotional abuse, neglect and bullying.

Equality Statement

At Our Lady & St Joseph Catholic Primary School, we ensure equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of age, race, gender (reassignment), disability, religion and belief, sexual orientation, marital/cohabiting status or socioeconomic background. We develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life. The achievement of pupils is monitored by race, gender and disability and we use this data to support pupils, raise standards and ensure inclusive teaching. We tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.