



STAFF DRESS CODE POLICY

Our staff dress code reflects the high expectations of the school and is based on the dress codes of our Employer Partners.

All staff:

- are role models for the students in the school and have a responsibility to model appropriate dress and appearance.
- are representatives of Ron Dearing UTC and our University and Employer Partners. Their dress and appearance must, therefore, project a positive and professional image at all times.

Our dress code takes into account the broad range of activities that staff engage in during the working day.

General Principles:

- Clothing must be professional attire, not casual wear.
- Clothing should be clean and in a good state of repair.
- Hair should be neat and tidy. No extreme hairstyles are allowed.
- Visible tattoos must be discreet and inoffensive. Facial and neck tattoos are not permitted.
- Unless otherwise stipulated for health and safety reasons (e.g. in workshops), jewellery may be worn, including a single nose stud. Other facial piercings should be removed (retainers are permitted).
- Nail varnish and acrylic nails are allowed, but nails must be kept to a reasonable length for health and safety reasons.

The following attire is acceptable:

- Shirts.
- Ties are permitted but are optional.
- Smart polo shirts.
- Blouses/smart tops. No casual T shirts. Necklines should not reveal cleavage. Sleeveless blouses/tops are allowed but straps must be at least 5 cm wide. No 'strappy', strapless or 'off the shoulder' tops.

- Smart dresses. Dresses should be no shorter than 4 inches above the knee. Necklines should not reveal cleavage. Sleeveless dresses are allowed but straps must be at least 5 cm wide. No 'strappy' or strapless dresses.
- Smart skirts. Skirts should be no shorter than 4 inches above knee.
- Smart, tailored full-length or $\frac{3}{4}$ length trousers, work-wear trousers or chinos. Jeans are not permitted.
- Smart, tailored Bermuda shorts in summer. Denim shorts are not permitted.
- Smart shoes/sandals. Trainers and flip flops are not permitted.

For health and safety reasons:

- the appropriate protective clothing and footwear must be worn in workshops and Science labs.
- ties should not be worn in workshops or when carrying out science experiments.

The Principal has the final say on whether clothing and appearance is appropriate.

If a staff member's clothing or appearance is not deemed appropriate, the Principal or relevant Line Manager will speak to the staff member concerned and ensure the situation is rectified.

Date adopted by Governing Body: 1st Sept. 2019

Review date: 31st July 2023

Signed:  **(Chair of Governors)**