



DURANTS SCHOOL – POLICY DOCUMENT

Staff Dress Code

November 2025

Reviewed & updated: November 2025 (Rachel Carli)

Next review date: November 2028

DURANTS SCHOOL – Staff Dress Code Policy

Introduction

Teaching is a formal and professional vocation. A staff dress code should reflect this and it is important that staff at Durants project a professional image to pupils, parents and other stakeholders. Our dress code reflects the high expectations of the school in terms of teaching and learning and behaviour. It is recognised that staff within the school perform a variety of different roles and our dress code takes this into account.

Rationale:

- The respect a member of staff deserves must be reflected in their appearance and professionalism
- All staff must dress in a manner which reflects this professionalism
- All staff are models for the learners in the school, therefore they have a responsibility to model appropriate dress and appearance
- The image that we project as professionals is associated with how we present ourselves; the image of the school in the community is related to how all adults in the school dress. It is therefore important to dress appropriately when acting in a professional capacity and with due regard to any conclusions parents/visitors may draw from your appearance

This policy provides:

- Guidance to new colleagues
- A benchmark against which the standards of all can be measured
- A framework to inform decisions on standards taken by individual(s)

General Principles

- Staff must abide by the dress code and dress appropriately for their particular role
- Clothing should be clean and in a good state of repair
- The Head teacher and Deputy Head teacher have the final say on whether clothing and appearance is appropriate
- If a staff member's clothing or appearance is not deemed appropriate, the Head or other member of SLT will speak to the staff member concerned to discuss any concerns

Information for all staff

- Clothing must be smart – no offensive logos.

DURANTS SCHOOL – Staff Dress Code Policy

- Female staff must wear smart clothing. Trousers may be full or $\frac{3}{4}$ length, but no shorter. Any cropped trousers must be smart. Skirts and dresses should not be too short (below knee length at the shortest, unless worn with dark leggings/ thick tights).
- Smart knee length shorts in warmer weather
- Staff may wear a smart polo shirt / tee shirt
- Support staff and office staff are expected to adhere to the same dress code as teachers
- Other support staff and non-teaching staff (e.g. technicians, canteen staff, premises manager, site staff) should dress smartly and appropriately for their role taking into account health and safety issues/the physical nature of their role
- Hair should be neat and tidy. No extreme hairstyles should be worn
- Jewellery should be discreet (Stud earrings, other visible piercings removed at work)
- No open toe shoes / flipflops / stilettos . Wear shoes that will enable you to move quickly/ comfortably during the working day.

The following may be helpful in clarifying what is and what is not appropriate:

Acceptable Clothing	Unacceptable Clothing
Trousers	Combat trousers
Smart jeans	Ripped jeans (including ripped knees)
Skirts	Mini-skirts or skirts that touch the ground
Tracksuits for use in PE	Tracksuits for general use in class
Tailored shorts or sports shorts for PE sessions	Shorts made from tracksuit material or that are too short
Polo shirts and smart T-shirts	T-shirts that are too tight or revealing (shoulders or midriff). T-shirts with inappropriate logo
Smart jumpers or sweatshirts	Jumpers or sweatshirts that are too revealing or with inappropriate logos.
Dresses	Overly tight or short dresses
Leggings with an appropriate length top	Leggings with a top that is too short
Footwear – sensible and safety compliant	Flip flops, stilettos and open toed footwear

DURANTS SCHOOL – Staff Dress Code Policy

Personal Belongings and Dress Code

Staff are responsible for their own personal belongings. The school will not be liable for any loss, theft, or damage to personal property, including high-value items such as watches, jewellery, or electronics, brought onto school grounds.”

Staff must not wear or bring expensive jewellery, watches, designer clothing, or any items of high monetary or sentimental value to school. The school will not accept any responsibility for the loss, theft, or damage of such items. Staff are expected to dress professionally and practically, keeping in mind the active and varied nature of the school environment.