

Staff Dress Code Policy

Aim of the Academy

To provide unique and enriching opportunities for all

PRINCIPLES

The Langley Academy is an educational institution within the public sector and as such our dress code needs to reflect the professional standards expected when working with youngsters and their families and to maintain high standards of smartness and modesty. It is a condition of employment that all staff keep to the Academy's dress code. Accordingly, all staff are expected to dress in a formal manner. Staff need to be mindful that although there is a difference in circumstances, students will always compare what staff are wearing with what they are or are not allowed to wear. Staff need to be aware that they are regarded as role models and consistent standards of professional attire help set a purposeful and business like tone.

Our dress code supports and reflects this and the cultural differences within the Academy and so our policy does allow a flexible approach that allows employees to dress in accordance with their cultural and religious beliefs. A useful comparator is the standard and type of dress that can be commonly seen worn by staff working in a professional office and consequently:

Staff should wear:

1. For women: Smart suits with jacket/tailored trousers/skirt/dress combinations are standard, with trousers being tailored and skirts not being immodestly short, ie just above the knee. Trousers, skirts, dresses, shirts, blouses or tops (no vests) are not see through or exposing underwear and discreetly limit the amount of bare flesh visible. Clothing should not appear to be restrictive. A jacket should be worn for more formal occasions, including all meetings with parents, celebration of achievement evenings and assemblies.
2. For men: smart suits, shirts with collars and ties fastened.
3. Appropriate footwear that is smart and formal. Open toed and backless footwear is allowed (not sandals or flipflops) but worn at the risk of the individual. Staff must remember that whilst open toed footwear may be safe for most of the time during the normal day to day running of a school, staff may be asked to cover some subjects where there will be more risks eg Technology and Science
4. Up to a maximum of one pair of earrings and no other facial piercings.
5. Different uniform to reflect their roles in the Academy as agreed by the Principal eg PE wear an agreed uniform
6. Smart casual on INSET days

Staff should not wear:

1. Casual summer, leisure or sportswear.
2. Denim, trainers, leggings, shorts or hats.
3. Visible tattoos. If it is not practical for a member of staff to cover a tattoo then it is imperative that the tattoo is in no way offensive as agreed by the Governing Body.
4. Any clothing that would contravene any health and safety regulations of the school.

Staff who are considered to be in breach of the dress code will be advised by their line manager and given the opportunity to conform. Disagreements about the appropriate dress of specific items of clothing or footwear will be referred to the Directorate and the Principal will be the final arbiter on such matters.

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