

Stone Bay School.

Policy Document.

Group E Policy: Dress Code.

E6: Title Dress Code.

Group E policies are not statutory and no paper copies will be kept. The original word copy will be stored in our policy library, a PDF version will be accessible on our website.

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Review Date:

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Signed. Nikky Howe Date: Tuesday, 15 September 2015
Author.

Signed. Billy Mc Inally Date: Tuesday, 15 December 2015
Headteacher.

Mission Statement.

We accept all students **as they are** and believe that every one of them is **entitled** to the very **best education**, delivered in an **environment** that is **supportive, caring and safe**.

Our goal is to develop our students to become:

- **Successful** Learners.
- As **independent** as possible.
- **Confident** individuals and self-advocates.
- **Effective** communicators and **contributors**.
- **Responsible** citizens.

We will do this by working to **ensure we get every aspect of their provision just right**, helping them to achieve academically, personally, socially and morally.

Stone Bay School: ***“getting it right for every student”***.

The Governors and Senior Leaders at Stone Bay School expect all staff to exercise their professional judgement when it comes to dress. Our expectation is every staff member to dress appropriately in order to portray the professionalism with which we work with our students.

All Staff are required to abide by the following in order to be safe and able to carry out their role effectively:

- **Footwear** – must be flat or with a small heel and will fully enclose and protect the feet. Open toed sandals and “flip flops” are not to be worn.
- **Trousers** – ripped/low hipped/low crotched/sequined jeans and trousers are not to be worn in the interests of safety and professionalism. Underwear must not be visible.
- **Shorts/Skirts** – tailored shorts which reach the knee may be worn. Surfing-type shorts and above thigh shorts should not be worn. Skirts /culottes must be knee length or longer.
- **Tee Shirts and Tops** – school polo shirts may be purchased by staff if desired. Tee shirts must not have offensive / inappropriate logos printed on them. Shoulders must be covered and low/revealing necklines must not be worn.
- **Outdoor Jackets and Coats** – must not be worn in the classrooms and residential units.
- **Jackets and Fleeces** – hooded jackets and fleeces may be worn and can be purchased from school suppliers if desired. Hoods must not be worn inside the school building.
- **Hats** – Baseball caps or similar may be worn by staff working directly with students as they offer protection from hair pulling.
- **Scarves** – must not be worn around the school. They are a ligature risk.
- **Long Hair** – staff who have long hair are advised to tie it back especially during food preparation / physical interventions and students’ personal hygiene routines.

- **Jewellery** – staff can wear wedding or other plain rings, small / stud earrings and a watch. Hooped earrings are not to be worn as they cause serious tearing of flesh if pulled. Staff who work directly with students should not wear necklaces or other jewellery which could cause harm.
- **Piercing** – visible piercings (other than ear studs) are not to be worn. Serious injuries have resulted when staff work with highly challenging students and have pierced visible areas.
- **Expensive clothing** - should not be worn by staff in school. It could be damaged by students and could affect the way they work with a student who is grabbing them. Damaged clothes will not be replaced to full new price. Up to £10 will be paid to staff to replace an item of damaged clothing or alternatively they can have a school polo shirt if their top is damaged.

The above list is not meant to be exhaustive and should a dispute arise from the interpretation of this code the Headteacher will be the final arbiter of what is acceptable.

Safeguarding, Equality and Equal Opportunities Statement

Stone Bay School, and all policies and procedures, will promote equality of opportunity for all students and staff from all social, cultural and economic backgrounds. The school will ensure that no student or staff member is disadvantaged, discriminated against or treated less favourably because of their gender (including gender reassignment), race, disability, religion or belief, sexual orientation or due to pregnancy or maternity.

Stone Bay School aims to;

- Foster good relationships and create effective partnerships with all sections of the community
- Ensure that the school's service delivery, commissioning and employment practices will not discriminate unlawfully, either directly or indirectly
- Provide an environment free from fear and discrimination, where diversity, respect and dignity are valued and celebrated

All aspects of Safeguarding will be embedded into school life and will remain the responsibility of all members of our school community.