



Uniform Policy

A handwritten signature in black ink that reads 'Parneet Kang'.

Parneet Kang
Headteacher

A handwritten signature in black ink that reads 'William Holland'.

William Holland
Chair of Trustees

Written: September 2019
Review Date: September 2020
Reviewed: 2nd September 2020 - CGH

At the Emscote School we believe that students are influenced by role models around them. All staff form an important part of that modelling process and as professionals it is important that we provide the best example of appropriate clothing for the task in hand.

Aims :

Our aim in having a dress code for staff is to ensure:

- Clear expectations and guidelines are laid down for staff, students and volunteers in school.
- Staff are suitably attired to meet safeguarding procedures.
- That all students have appropriate role models for professional dress.

Guidelines :

As part of safeguarding for staff and students it is important that staff wear clothing which is:

- Appropriate to their role and garments are suitable for the activity e.g. 'moving and handling' or sitting on the floor decide whether trousers are more appropriate than a skirt.
- Not likely to be viewed as offensive, revealing or sexually provocative.
- Does not distract, cause embarrassment or give rise to misunderstanding.
- Absent from any political or otherwise contentious slogans. Not discriminatory.
- Suitable smart/professional clothing and footwear must be worn to work – no trainers.
- Tattoos and body art to be covered.
- Jewellery is worn at the individuals own risk. Care must be taken to ensure it does not cause a health and safety hazard and that jewellery cannot injure a student unintentionally.

Suitable Clothing :

- Smart trousers or chinos
- Jeans – see details below
- Footwear – see below
- Smart skirt – knee length (if above the knee, tights must be worn)
- Smart dress - knee length (if above the knee, tights must be worn), no denim
- Smart shirt or blouse.
- Collared T-Shirts/Polo shirts, Plain T-Shirts
- Jackets (no rips or tares), Blazers
- Smart sweater, top or cardigan
- Smart long, tailored shorts
- Sleeveless clothing can be worn but the 'strap' must be 5cm wide/3 fingers.
- No caps or beanie hats.

Jeans:

- No holes, rips.
- Black Only

Footwear:

- Sandals can be worn – NO FLIP FLOPS or sliders.
- High heels can be worn – but you must be able to continue with your day to day work.

- Shoes must support your feet.
- Smart shoes/boots.
- NO Trainers

I.D badges; must be worn at all times. Your first ID badge will be issued for free, and is expected to last up to 1 year. If lost (cost of replacement £3.00), or significantly damaged during the normal working day, please inform a member of management who will organise the replacement.