

Heart Teaching Staff Dress Code

1. Introduction At Heart Teaching, we are committed to maintaining a professional, safe, and practical dress code for all staff working within Special Educational Needs (SEN) schools. This dress code ensures that staff present themselves appropriately while considering the unique needs of the students they support.

2. General Appearance

- Staff must wear clean, professional, and practical attire suitable for a school environment.
- Clothing should be modest and not overly tight or revealing.
- Staff should be mindful of personal hygiene and grooming to maintain a professional appearance.

3. Appropriate Clothing

- Smart casual attire is required; tailored trousers, knee-length skirts, and smart tops are encouraged.
- Polo shirts, blouses, or smart jumpers are appropriate.
- Comfortable, practical clothing that allows movement when supporting students with physical or sensory needs.
- Layers are recommended to accommodate different classroom temperatures.

4. Footwear

- Closed-toe, comfortable, and practical footwear is required.
- Trainers are permitted if they are clean and in good condition.
- High heels and flip-flops are not permitted due to safety concerns.

5. Prohibited Clothing

- Ripped jeans, shorts above the knee, and excessively tight clothing.
- Clothing with offensive logos, slogans, or images.

- Low-cut tops, crop tops, or clothing that exposes midriffs.
- Hoodies and sportswear (unless specified for specific school activities or events).

6. Accessories and Jewelry

- Jewelry should be minimal to avoid injury or distraction.
- Dangling earrings, large rings, and excessive bracelets should be avoided.
- Staff are encouraged to wear a watch to support time management.

7. Tattoos and Piercings

- Visible tattoos should be covered where possible if they contain offensive or inappropriate imagery.
- Facial piercings should be discreet and professional.

8. Practical Considerations for SEN Settings

- Clothing should allow for ease of movement when assisting students with mobility needs.
- Long hair should be tied back when working closely with students.
- Avoid wearing strong perfumes or aftershaves as they may be sensory triggers for some students.
- Staff should be prepared for outdoor activities and dress accordingly when required.

9. Exceptions and Special Considerations

- Cultural and religious dress requirements are respected, provided they align with health and safety standards.
- Staff participating in physical activities may be allowed to wear appropriate sports attire as per school policies.

10. Compliance and Enforcement

- Staff are expected to adhere to this dress code at all times.
- Line managers may provide guidance if an outfit is deemed inappropriate.

- Repeated violations of the dress code may result in further discussion or disciplinary action.

For any clarifications regarding this policy, please contact the Heart Teaching team.