



Happy Bunnies Nursery

Dress and appearance policy

September 2017

Sign.....

Print.....

Position.....

Date.....

Internal use only

Date of review	Signed on behalf of the nursery	Date for next review
September 2019	Gemma Linton	September 2020

Dress and appearance policy

Extract from; 'Guidance for safe working practice for the protection of children and staff in education setting 2009'

'A person's dress and appearance are matters of personal choice and self-expression. However staff should consider the manner of dress and appearance appropriate to their professional role which may be different to that adopted in their personal life. Staff should ensure they are dressed:

- Decently
- Safely
- Appropriately

for tasks, they undertake. Those who dress or appear in a manner which could be considered as inappropriate could render themselves vulnerable to criticism or allegation.

This means adults should wear clothing which:

- Promotes a positive and professional image
- Is appropriate to their role
- Is not likely to be viewed as offensive, revealing, or sexually provocative
- Does not distract, cause embarrassment or give rise to misunderstanding
- Is absent of any political or otherwise contentious slogans
- Is not considered to be discriminatory

The nature of the settings population, the wide age range of children and the complexity of the tasks to be completed with safety and dignity, dictate to some degree the minimum standard requirements that are expected.

Therefore it is expected that everyone will respect a 'professional dress code for all' that respects the very special ethos of Happy Bunnies.

To support this ethos a staff uniform has also been provided for classroom based staff to support the safeguarding agenda.

Guidelines for classroom based staff

When making decisions about what to wear please follow the guidance below:

1. **Jewellery-** Stud earrings, rings and watch, are all permitted however ensuring that they are discreet. Facial/tongue piercings and visible body piercings are only allowed if they are a stud (the management have the right to ask a member of staff to remove a piercing if they deem it unsuitable or inappropriate) Bracelets/bangles and rings that have large set stones or mountings should not be worn or should be removed during the working day for health and safety reasons.
2. **Footwear-** Shoes should be flat, have a good tread or sufficient grip, and are securely held on at the front and back.
3. **Hair-** Hair should always be tied back where possible and headscarves should be secured at all times; there should be no flowing material.
4. **Nails/false nails-** Natural nails should be kept at a manageable length which should not compromise your ability to carry out your duties. No false nails, or polish are to be worn
5. **Tattoos-** If they are on show they must not cause offence and where they are likely to be subject to misinterpretation they must be concealed.
6. **Trousers/shorts-** Uniform is provided and is expected to be worn when working on site.
7. **Tops/jackets-** Uniform is provided and is expected to be worn when working on site.

Dignity and modesty can be compromised by wearing revealing items of clothing so these are never suitable in a nursery environment .

Guidelines for Management

To promote and maintain the professional image of Happy Bunnies, Management and office staff are expected to wear appropriate professional office dress at all times or Nursery Uniform where necessary.

1. **Jewellery- Jewellery-** Stud earrings, rings and watch, are all permitted however ensuring that they are discreet. Facial/tongue piercings and visible body piercings are only allowed if they are a stud.
2. **Tattoos-** If they are on show they must not cause offence and where they are likely to be subject to misinterpretation they must be concealed.
3. **Nails/false nails-** These should be kept at a manageable length which should not compromise your ability to carry out your duties.
4. **Footwear-** Shoes should be smart, have sufficient grip, and securely held on at back and front.
5. **Trousers/skirts-** This should be smart and professional. Uniform should be worn where required
1. **Tops-** These should be smart and straps should be substantial, protect dignity and modesty. Uniform should be worn where required

Religious considerations

When considering a request from a member of staff to wear a veil, the health and safety of both pupils and staff is paramount. It is expected within the nursery that everyone's face must be identifiable for health, safety and security grounds.

Protective clothing

For certain activities protective clothing is necessary and should always be worn where provided. Certain roles require specific clothing to be worn on health and safety grounds such as staff who carry out duties in the toilet and bathroom are required to wear plastic aprons to protect clothing and vinyl non-latex gloves to prevent spread of infections.