

IMPACT ALTERNATIVE LEARNING

DRESS CODE POLICY – ELITE VERSION

Principal: Kate Willis

Reviewed: November 2025 | Review Date: November 2026

1. STATEMENT OF INTENT

Impact Alternative Learning recognises that staff presentation plays a key role in setting expectations, maintaining professional boundaries and modelling appropriate behaviour to learners. This policy establishes clear expectations regarding staff appearance while recognising the practical demands of working within an alternative provision environment.

2. PRINCIPLES

Staff must present themselves in a way that:

- Promotes professionalism and respect
- Supports safeguarding and appropriate boundaries
- Is suitable for a physically active and vocational environment
- Does not create risk to themselves or others

3. GENERAL EXPECTATIONS

All staff are responsible for their personal presentation and hygiene. Clothing must:

- Be appropriate to role and activity
- Not be revealing or provocative
- Not contain offensive, discriminatory or political content
- Be culturally sensitive
- Be safe and suitable for the working environment

4. STAFF DRESS STANDARD

Staff are expected to wear:

- Smart casual clothing suitable for education and vocational delivery
- Plain t-shirts, polos, or appropriate tops
- Trousers, smart joggers, or appropriate workwear
- Suitable footwear (closed toe, safe for movement)

Clothing must allow staff to move safely and respond to behaviour where required.

5. HOODIES / IMPACT BRANDED CLOTHING

Impact hoodies and branded clothing are available to staff.

- These can be ordered through a member of staff
- Wearing Impact hoodies is OPTIONAL, not compulsory
- Where worn, they must be clean, presentable and appropriate for the session

This supports identity and consistency without enforcing uniform.

6. ROLE-SPECIFIC EXPECTATIONS

Due to the nature of the provision:

- Mentors / Vocational Staff:** • Practical clothing suitable for active sessions • Trainers or appropriate footwear required
- Classroom-based staff:** • Smart casual attire • Suitable footwear for classroom and movement

All roles must consider safeguarding, mobility and risk at all times.

7. UNACCEPTABLE CLOTHING

The following are not permitted:

- Revealing clothing (including crop tops, low-cut tops)
- Clothing that exposes underwear
- Offensive logos or slogans
- Ripped or unsafe clothing
- Open-toe footwear or heels (risk environments)

These restrictions are in place for safeguarding and health & safety reasons.

8. EQUALITY AND DIVERSITY

Impact respects cultural, religious and personal identity. Adjustments will be made where required, provided:

- Health and safety is not compromised
- Safeguarding is not impacted
- The clothing remains appropriate to the role

9. HEALTH & SAFETY

Clothing must not: • Create trip hazards • Restrict movement • Interfere with safeguarding interventions
Staff must always be able to respond safely in dynamic situations.

10. PROFESSIONAL BOUNDARIES

Dress contributes to professional boundaries. Staff must avoid clothing that: • Blurs boundaries with students • Is overly casual to the point of reducing authority • Impacts perception by parents or professionals

11. MONITORING AND COMPLIANCE

Line managers will monitor dress standards. Where concerns arise: • Informal discussion will take place • Expectations clarified • Repeated issues may be escalated

12. REVIEW

This policy will be reviewed annually or in response to operational or legislative changes.