



# **Hardmoor Nursery & Early Years Centre Uniform – Staff Dress code**

Policy Statement and Guidelines  
September 2024

## ***Mission Statement:***

*To provide a happy, secure and stimulating environment in which everyone is included, respected and valued, so that they may grow in self-esteem and develop to their full potential.*

## Uniform - Staff Dress Code

Further to the Staff Code of Conduct, the following supplementary information elaborates on the expectations regarding staff attire.

The expectations of the governing body are that staff wear a uniform:

- 1. Ensure that their uniform and appearance is clean and neat when at work or representing the Centre.** For example, no denim, no ripped/torn jeans/trousers; no spaghetti strapped tops; shorts/dresses/playsuits need to be knee length. Hair should be worn to ensure children can see the adult clearly and does not contaminate food.
- 2. Any outfit worn with uniform should be smart and one that is based on safety, comfort and practicality.** For example, no sheer leggings or tops that expose the midriff.
- 3. Remember that they are role models for children and that their dress and appearance should reflect this.** This includes no excessively low-cut tops or overly tight-fitting outfits.
- 4. For safety reasons, staff should not wear excessive amounts of jewelry.** Jewelry should be considered a health and safety risk. Therefore, for example, no necklaces or dangly earrings should be worn in the baby or toddler room.
- 5. Footwear should be smart and safe.** For example, no beach flip flops, sliders or stiletto heels.

**In addition,**

- Nails should be of a practical length. Chipped nail varnish will need to be removed.
- Any tattoos should be covered.
- Only one ear piercing is permissible. others should be covered.
- Front of house staff should be particularly aware of presenting a professional appearance.

The Headteacher/Head of Centre and Base Leaders will work with the staff to implement these expectations.

Approved by the leadership board – Spring 2024  
Review Date – Spring 2025