



Uniform Policy

Our Dress Code is designed to:

- Promote safety and the prevention and control of infection by ensuring all staff wear clothing that is appropriate to their working environment.
- Ensure the personal appearance of our staff contributes to a positive, professional image and promotes confidence in what we do.
- All clothes must be work-appropriate to ensure children are able to engage in all learning experiences

Clothing

All staff will be supplied with a nursery uniform consisting of a logo T. shirt and a waterproof jacket. Purchasing of new uniform will be every 12-18month, however, should you require additional .

Staff will be expected to:

- Purchase blue denim Jeans – no rips, trousers, or dungaree.
- Shorts can be worn in the summer period (May to September) but of longer length.
- Skirts/dresses of knee length
- No Leggings or tracksuit bottoms to be worn, unless under a skirt/dress.
- Shoes should be enclosed and flat. Slippers can be worn inside if staff wish.
- Hair should be clean, neat and tidy.
- Long hair should be tied when dealing with food or personal care.
- Staff should attend work with suitable clothing to support the children in their play and learning experiences throughout the day for example suitable jacket or coat for outdoors, suitable footwear for wet weather.
- Nails should be fairly short and manicured

Jewellery

The following jewellery is acceptable:

- a small watch or fitness tracker
- Flat bracelet with no dangly charms.
- charity bands
- Small discreet necklaces – no long necklaces, or large charms
- Rings that are raised or embellished should be removed during personal care to prevent the spread of infection and accidental scratches to a child.
- Small stud or hoop earrings – no large hoops or long dangly earrings.

Ethnic and Cultural Clothing and Jewellery

Please refer to our equal opportunities policy.

Changes to uniform in Extreme Hot Weather

Nursery management recognises that in extreme high temperatures this can lead to difficult and stressful working environment. Therefore, the following uniform change is permitted.

- Nursery Management will review temperature at 10am on the Met Office Website
- Temperature forecast for 27c and above staff will be able to wear a plain sleeveless top in colours similar to Ribbons t-shirt.

- Straps should be thick (no spaghetti / shoe lace strapped vest top)
- High neck to ensure no cleavage is on display.
- When not in the logo uniform I.D. badges should be worn or available
- Staff should be in 'normal' uniform unless changes have been agreed by nursery manager or deputy on the day.

Pregnancy Attire

The nurseries recognise that during the later stages of pregnancy it may not be possible to continue to wear the required uniform. Nursery managers will meet with pregnant employees regularly to discuss their wellbeing and make reasonable adjustments where deemed possible. It is essential that any changes meet the safety and prevention of infection.

- Maternity trousers or jeans (shorts can be worn during May to Sept)
- Tops should be plain and similar colours to the uniform.
- Maternity skirts but of knee length or longer.
- In hot weather (please discuss with manager) sleeveless top of thick straps, no cleavage or mid-drift on show.
- Pregnant employees must adhere to the same footwear.

Personal Belongings

- All belonging should be kept in the office or staff room, away from areas accessed by children.
- Personal bags should not be kept in playrooms
- Mobile phones should not be accessed or store in areas accessed by children

Prevention of infection

- Staff must wear clean and freshly laundered uniforms.
- Staff must not smoke off site in an identifiable uniform.
- Staff should wear disposable aprons for personal care and food hygiene.
- Staff should wear gloves when dealing with personal care or body fluids.

This policy was adopted on: 04.12.20
Signed on behalf of the preschool: K.Watkins-Freeman
Date for review: 04.12.20
This policy was amended on: 09.01.2021
Date for review: 09.01.2022

Policy reviewed:09.01.2022
Date for review: 09.01.2023

Policy reviewed:21.09.2022
Date for review: 21.09.2023