MID ESSEX ITT
INITIAL TEACHER TRAINING

Trainee Dress Code

1. Underpinning principles

All Mid Essex ITT trainees should wear dress which:

1.1. is professional, modest and appropriate for the activities and conditions on the day;
1.2. does not compromise health and safety considerations;
1.3. provides an excellent role model for our students;
1.4. sets a high standard;
1.5. enables them to meet Part 2 of the Teachers' Standards.

2. Rationale

2.1. Trainee teachers should endeavour to meet the Teachers' Standards, including Part 2 of the Standards, and be role models for young people at all times.
2.2. Our schools expect all students to adhere to a strict uniform code. It is therefore vital that staff lead by example and are effective role models for our students.
2.3. Trainees are expected to maintain a smart, professional appearance appropriate to their role and in keeping with the school's high expectations.
2.4. Staff dress should be professional and appropriate for the activities to be undertaken. It should not compromise effective communication, health and safety nor be a distraction.
2.5. In general, standards of dress should be smart, fit for purpose and portray a favourable impression of Mid Essex ITT.

3. Scope

3.1. All trainees are expected to be aware of the uniform expectations of both their A and B placement school and are expected to dress in such a way that they set a good example for the students. These should be available from the school's website or handbook.
3.2. The same expectations are applicable for induction, Core Training, Subject Expert Training, PGCE days, visits to other schools and other training days.
3.3. There is an expectation that at more formal events such as Parents' Evenings and open mornings, trainee dress will reflect the formality of the occasion.
3.4. Trainees are advised to check with their Professional Tutor if there is a more relaxed dress code for non-contact/inset/CPD days.
3.5. Mid Essex ITT recognises the value of and seeks to achieve a diverse workforce and will take a sensitive approach when this affects staff dress requirements.

4. Responsibilities for ensuring the Dress Code is adhered to

4.1. It is expected that trainees will adhere to the code and, where appropriate, will wear specific clothing provided for their post.
4.2. Course Tutors will ensure that the Dress Code is adhered to at all times.
4.3. This code is designed to guide trainees on the expected standards of dress and appearance. It is not exhaustive in defining acceptable and unacceptable standards of dress and appearance and trainees should use common sense in adhering to the principles underpinning the code.

5. Standards

5.1. All trainees are required to dress in a professional manner.
5.2. Whilst in school, staff are expected to wear ID badges provided, using the correct lanyard and with their photo clearly visible.

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5.3. Trainees are required to wear smart, tailored trousers/skirt of a reasonable length with a smart, appropriate top, or an equivalent professional-looking dress. Careful consideration should be given to necklines, length and transparency of material.

5.4. When wearing a tie, the top button of the shirt should be buttoned up and the shirt should be tucked in.

5.5. Footwear should be smart and appropriate for the activities of the day. Health and safety considerations should not be compromised.

5.6. Pullovers and cardigans may be worn but must not be excessively loose. Hoodies are not considered smart and professional.

5.7. Where your placement school provides an item of uniform to enable a member of staff to carry out his/her duties this must be worn at all times whilst on duty e.g. High visibility jackets for duties.

5.8. Alternatives may arise where staff duties require different garments to be worn, e.g. in PE, during practical lessons. However, these garments should adhere to the underpinning principles and should not compromise effective communication, health and safety nor be a distraction to either students or other staff

5.9. Hair should be neat and tidy. Extreme hairstyles are not considered appropriate.

5.10. Any jewellery worn by staff should be discreet and should not pose a health and safety hazard or be a distraction to students and other staff.

5.11. Facial piercings should be discreet. Tongue piercings are not permitted.

5.12. Small, discreet and appropriate visible tattoos are permitted. Larger tattoos are permitted at the discretion of the placement school/Director. Inappropriate tattoos should be covered whilst at training/in school. Schools can mandate that staff/trainees avoid revealing clothing and, if necessary, cover tattoos that could be considered inappropriate in a school setting.

5.13. Trainees should be mindful of their school's expectations of students and their uniform policy and follow all policies and procedures in relation to uniform.

6. Items which are not permitted include:

6.1. Jeans or scruffy/torn trousers.

6.2. Casual sports clothing (e.g. tracksuits and football shirts).

6.3. Hoodies.

6.4. Sweatshirts or T-shirts bearing slogans or symbols.

6.5. Trainers and flip-flops.

6.6. Strapless tops.

6.7. Overly tight or revealing clothes.

6.8. Leggings and "Cargo pant" style trousers.

7. Trainee Disciplinary Procedure

7.1. Standards of dress and personal presentation are relevant to all employees. Minimum standards of personal presentation will be expected and an employee who is unacceptably dressed can be subject to disciplinary action.

7.2. Any trainee who disregards these rules could be subject to disciplinary action under the Trainee Disciplinary Procedure: https://www.midessexteachertraining.com/policies

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