STAFF DRESS CODE 2026

Purpose

Ariston Education are committed to maintaining the highest standards of professionalism across all schools. Staff are role models for students and ambassadors for their school, the Group and the wider profession. Professional appearance contributes positively to the culture, ethos, reputation and standards of excellence expected in all Ariston schools.

This policy reflects our commitment to high standards of personal and professional conduct and supports our expectation that all staff consistently model the values, behaviours and presentation expected of students and the wider school community. The professional presentation of staff reinforces parental confidence, supports a positive learning environment and reflects the standing of our schools within the international education sector.

Principles

All staff are expected to dress in a manner that is:

- Professional, smart and business like.
- Clean, neat, well maintained and professional in appearance.
- Consistent with the values, standards and expectations of Ariston Education.
- Respectful of local culture and community expectations.
- Appropriate to their role and responsibilities.

Staff should demonstrate sound professional judgement at all times and ensure their appearance reflects positively on themselves, their colleagues and the school.

Professional Expectations

All staff (academic, administrative and support staff) are expected to maintain a professional standard of dress during the working day, at school functions and when representing the school externally.

The following expectations apply unless otherwise authorised by the Principal:

- Business professional attire is expected.
- Clothing should be professional, modest and appropriate for an educational setting.
- Clothing should not be excessively casual, revealing, distracting or inconsistent with professional standards.
- Staff should be mindful that students, parents and visitors judge the professionalism of the school by the standards demonstrated by its employees.

Requirements for Male Staff

Male staff are required to wear:

- A collared shirt.
- Smart business trousers.
- Professional business footwear (no trainers/ sandals)

A blazer or jacket is strongly preferred as part of professional business attire. In addition, a tie is preferred although not obligatory.

Formal Events

For formal occasions, including but not limited to:

- Parent information evenings
- Parent consultations
- Board meetings
- Open days
- Accreditation visits
- Inspection visits
- Graduation ceremonies
- Concerts and performances
- Official school functions
- Meetings with external stakeholders

or whenever directed by the Principal, male staff are required to wear:

- Collared shirt
- Tie
- Blazer or suit jacket
- Formal business attire

The Principal may specify formal business dress requirements for any event where it is deemed appropriate.

Expectations for Female Staff

Female staff are expected to wear professional business attire suitable for an educational environment, including:

- Professional dresses
- Professional blouses or shirts
- Tailored trousers
- Professional skirts of an appropriate length
- Business suits or equivalent professional attire
- Professional footwear (no trainers/ sandals)

Unacceptable Attire

The following are not considered appropriate professional attire unless specifically authorised for a particular event or activity:

- Denim jeans of any style
- Ripped or distressed clothing
- T-shirts
- Leisurewear or sportswear (except where required for PE or authorised activities)
- Shorts (except for PE staff when engaged in sporting activities)
- Flip-flops
- Crocs
- Beachwear
- Clothing displaying inappropriate slogans, logos or images
- Clothing exposing the midriff
- Clothing with excessively low necklines
- Clothing that is transparent or otherwise unsuitable for a professional workplace

These expectations build upon the standards established within the original policy and remain applicable across all schools.

Tattoos, Jewellery and Personal Appearance

- Tattoos should not be visible where this may detract from a professional appearance or conflict with local cultural expectations.
- Body and facial piercings should be discreet and appropriate to an educational setting.
- Jewellery should be professional, discreet and not present a health and safety risk.
- Make-up should be professional and appropriate for the workplace.
- Hair should be clean, neat and professionally presented.

The Principal reserves the right to require any item to be covered or removed where it is considered inconsistent with the professional image of the school.

Practical Considerations

Staff should dress appropriately for the duties and activities being undertaken.

Where activities require alternative clothing, including:

- Physical Education
- Educational visits
- Outdoor learning
- School trips
- Maintenance activities
- Special events

Appropriate attire may be worn for the duration of that activity, subject to approval by the Principal or line manager.

Professional Conduct and Role Modelling

Professional appearance forms part of the wider expectations of personal and professional conduct.

All staff are expected to:

- Uphold the reputation and values of the school.
- Demonstrate professionalism in appearance, behaviour and conduct.
- Model the standards expected of students.
- Support a culture of excellence, respect, responsibility and integrity.
- Maintain the confidence of parents, students and the wider community.

As educators, staff must recognise that their appearance contributes to the messages communicated to students regarding professionalism, self-respect and high expectations. The standards expected of our employees should be evident not only in their teaching and conduct but also in their presentation. This reflects the wider Group expectation that staff consistently demonstrate positive attitudes, values and professional behaviours.

Principal's Discretion

The Principal has final discretion regarding the interpretation and application of this policy.

Where any uncertainty exists regarding acceptable attire, staff should seek advice beforehand from their line manager or the Principal.

The Principal may require a higher standard of dress for specific events, visitors, inspections, accreditation activities or other occasions where formal business attire is appropriate.

Monitoring and Compliance

Line managers and senior leaders are responsible for ensuring that standards outlined within this policy are maintained consistently.

Failure to comply with the expectations of this policy may be addressed through normal professional management procedures.

Review

This policy will be reviewed every two years *or sooner* if required.

Original Policy: 2018
Updated: October 2026
Next Review: September 2028

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