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28/1/26



80. Dress Policy and Professional Image Statement for all Employees

Introduction

All staff working within the Nursery should present a professional image. Dress should be of a professional manner and follow the rules around infection control, and health and safety. This policy relates to all staff, students and volunteers within the Day Nursery.

Requirements

We ask all staff to wear either:

- Smart Trousers, no jeans
- Knee length or longer skirt or dress
- Knee length or longer shorts.
- Leggings maybe worn but they must be smart leggings and your top must cover your stomach and bottom.
- Shoes must be flat, and preferably with closed toes, this is due to health and safety. If you do wear open-toed sandals, they must be smart and fastened to your feet (no flip-flops). We will not be held responsible for any injuries that may occur when carrying out your daily tasks whilst wearing open-toed sandals.
- No outdoor shoes in the baby room - slippers or indoor only shoes to be worn.
- Clean, fresh clothing should be worn daily.
- Badges - All staff should wear an identity badge showing their name, title and DBS number, this is a welfare requirement in all child care settings. Badges should be regularly cleaned.
- Jewelry - The minimum amount of jewelry is permitted. Flat rings only to be worn. Stud earrings are acceptable, no hoops. Other visible body piercing must be of a "reasonable" size or covered in order to prevent a hazard to the wearer and children.
- Belts worn must not have large buckles as these can be hazardous when handling children.
- Nails should be kept short and clean. No nail piercing permitted as these can be a hazard and source of infection.
- Hair should be worn in a "tidy" manner. Long hair should be secured with a hair band etc.

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80. Dress Policy & Professional Image


Charity number 1177008

The following items of dress are considered unacceptable and advice should be sought from the nursery management if the wearer has no alternative – i.e. due to injury.

- Skin tight clothing
- Low cut T- shirts
- Vest tops
- Jeans
- Jogging bottoms
- Thong underwear should not be showing above the top of trousers
- Jewelry other than that permitted
- Trainers unless to do a PE activity
- Tops which display prominent slogans

Cultural Identity/Special Situations - Members of staff and students from an ethnic minority group should be permitted to wear such items as appropriate to maintain their cultural identity or religious beliefs. However these should be in line with nursery health and safety regulations and be of a professional standard. These and any other special situations relating to maintaining the dress code should be discussed and agreed with management.

Please remember that you are representing the company and dress accordingly.

This policy was adopted on	Signed on behalf of the nursery	Date for review
28/01/2026		28/01/2027