

Post-16 Professional Dress Code

2024-25

Our Post-16 dress code is professional, practical and smart whilst allowing for a greater degree of personal choice appropriate to a post-16 setting.

In agreeing the dress code, we have considered the fact that whilst different from lower school in many ways, post-16 students regularly interact with younger students and are seen as role models, therefore the dress code must be broadly in keeping with the dress code/uniform worn by other groups that form the school community, namely younger students, and staff.

Principles

- **Practicality:** Navigating and working around the school safely
- **Professionalism:** Reflecting the formality and character of the institution
- **Liberty:** Allowing a greater degree of self-expression for students in the formative years of their lives
- **Tolerance:** Allowing students to respectfully express their individual identity in a safe environment
- **Neutrality:** Treating students equally regardless of gender and other characteristics and not promoting commercial brands
- **Affordability:** Allowing students to save money by using clothing that they may already have at home
- **Alignment:** Broadly in keeping with the standards of uniform in lower school and staff dress

Post-16 Dress-code

- **Smart, professional skirt/dress/trousers.** These should be appropriate for the busy working environment and broadly in line with expectations in place for students in lower school.
- **Smart, professional blouse/top/shirt.** A smart collared shirt may be worn with or without a tie. If it is worn in a smart and professional way this maintains alignment with lower school.
- **Smart, professional jumper/cardigan or jacket** (no large images or logos)
- **Footwear** should be practical, plain, safe and smart, appropriate for a busy, professional working environment.
- **Piercings:** Discrete ear piercings or single nose stud/ring are allowed (see below for further details)

All students must wear the IGS lanyard with post-16 access card at all times

Final decisions about dress code will be at the discretion of the Post-16 Team / Senior Leadership Team but will always be managed sensitively and with respect.

By signing up to join Post-16 students are agreeing to follow our dress code.

For clarification the following items are not allowed as they are not in line with the principles:

- No tops/jumpers or hoodies with large messages/images/lettering/logos
- No hoodies or other forms of sportswear (unless worn for a PE lesson)
- No casual trousers/tops typically worn in other informal or manual work/sports/leisure contexts
- No denim (jackets, jeans, or shirts)
- No leggings or crop tops. These are casual/sports wear
- No hats or caps (unless for religious reasons) to be worn indoors or in lessons. If worn around school these must be for an immediate and relevant practical reason e.g., cold or to provide shade from the sun.
- Lip rings, septum piercings, multiple visible facial piercings, large ear bars, hoops or gauges are not discrete. Rings/hoops must not present a health and safety risk.

For clarification the following items *are* allowed:

- Chinos and cropped trousers can be smart.
- Smart, professional shorts are allowed in the summer term if they fit the principles overleaf.

Failure to adhere to the dress code: We know that the vast majority of students will abide by the dress code. In a Post-16 context colleagues will typically try to engage and explain the rationale for the dress code before issuing comments on Edulink.

- **Verbal warning:** This warning should be given discretely, and care should be taken not to shame or embarrass students. The message will simply be that the clothing item does not meet the professional expectations to avoid disagreements. Typically, warnings will be given in the early weeks of the autumn term but if a student is continuing to wear an item they have politely been requested not to wear, then an immediate Edulink comment is appropriate (see below).
- **2nd occasion/repeated instance:** Recorded on Edulink with an explanation provided as above provided by an appropriate member of staff.
- **Persistent / repeated failure to follow the dress code:** This will result in students being required to join after school study and/or timetabled Supervised Study and, if necessary, a parental meeting.

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Notes:

- **Role modelling:** We recognise that the notion of what a role model is subjective but in a post-16 provision blended with students aged 11-18 we reserve the right to set a post-16 dress code which recognises the freedom of the individual while at the same time not deliberately undermining the school uniform in place in lower school.
- **The concept of ‘appropriateness’:** As the IGS Post-16 provision is blended with students aged 11-16 we consider it reasonable to expect that students who choose to study in an 11-18 provision to dress in a way that is broadly in line with expectations in place for students in lower school. As an institution we believe we have a responsibility to define what we consider to be ‘appropriate’ for younger students in our care and we do not consider it appropriate, for example, for undergarments to be revealed by students or staff. It therefore follows that this concept is part of the post-16 dress code.
- **Hoodies:** These are not allowed in Post-16 because it is a specific area where there is a conflict with the lower school expectations which are undermined by the wearing of hoodies in Post-16.

- **No large and/or brands/logos:** We recognise that these are widely worn outside school, but we believe that this fulfils the requirement for neutrality as outlined in the principles.
- **Casual shoes, canvas shoes, trainers:** We recognise that there is a huge range of footwear available and can be considered smart, plain and professional. In a modern work place a smart pair of trainers is a normal part of a professional dress code. Footwear that is not smart, plain or clean is not considered professional and will be challenged. The principle behind this is to ensure that the Post-16 code is broadly in alignment with the 11-16 uniform and also to minimise any health and safety risk in a busy school with multiple steep stairs.