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STAFF DRESS CODE POLICY

This policy applies to all employees of Foresight (permanent, fixed term and casual)

It is a condition of employment that all staff complies with the Foresight's dress code. Accordingly, all staff are expected to dress in a professional or business-like manner. Clothing needs to reflect the professional environment in which we work and maintain high standards of modesty, style and taste. The staff need to be aware that they are regarded as role models and consistent standards of professional attire help set a purposeful and business-like manner.

Dress Code Requirements

Dress in a manner that is consistent with the requirements of your job utilising uniforms and/or protective clothing when provided, ensuring safety for service users and other staff and presenting a good public image of yourself and Foresight.

The following are strictly prohibited:

- Leisure or sportswear
- Denim jeans,
- Immodestly short skirts
- Trainers,
- Flip flops,
- Shorts
- Visible body piercings (other than discrete earrings) and offensive tattoos (must be covered)
- T shirts/vests
- Clothing made of sheer fabric exposing underwear
- Baseball caps
- Low cut tops



Equality and Diversity

Foresight values and recognises the diversity of cultures, religions and disabilities of its employees and will take a sensitive approach when this affects dress requirements. Hijabs worn for religious purposes must not cover the face. Turbans, kippots, and headscarves are supported on religious grounds but must not compromise health and safety.

The Foresight's dress code applies on all occasions when staff is working.

Disputes Staff considered to be in breach of the dress code will be advised by their line manager and given the opportunity to conform. Disagreements about the appropriateness of specific items of clothing or footwear will be referred to the Senior Leadership Team or Chief Officer, who will be the final arbiter on such matters.

Persistent failure to comply with this code will result in disciplinary action.