

Dress Code - Learner Policy

Policy Statement

Debut believes that dress code standards plays a valuable role in contributing to the ethos and values it represents and in setting an appropriate tone for behaviour and attitude. This Dress Code therefore sets out the standards expected by all members of the college community. We also understand the importance of health & safety regarding PPE and in this respect learners should also adhere to HABIA's standards of industry presentation. Learners should benefit from the guidance and expectations regarding to dress code because:

- Learners understand the professional presentation expected of a good therapist and that a specific image is crucial to many establishments
- Learners understand the purpose and relevance of good self-presentation for future career opportunities within the industry, especially regarding hygiene
- Learners can self-assess, know what they need to do to improve and are able to set appropriate targets regarding to uniform adherence
- Learners understand specific guidelines and standards regarding uniform & PPE for their role.

Strategy Statement

In choosing what clothing to wear, learners must comply with Debut's view that their attire should promote a strong, cohesive, college identity that supports high standards and a sense of identity among students. The college believes that the desire of individuals and groups to wear particular dress is outweighed by the following factors:

- **Security** – the College needs to be able to identify individual learners and staff in order to maintain the safety and security of its members and identify intruders easily. This requirement forms an integral part of the College Security Systems, compliance with which forms part of the Learning Contract;
- **Teaching and learning** – if a learner's face is obscured for any reason, for example by hats, hoods, veils, sunglasses etc., the teacher may not be able to judge their engagement with learning, and to secure their participation in discussions and practical activities;
- The need to protect young people from external pressure to wear clothing they would not otherwise choose to adopt, and having to adopt patterns of dress associated with extreme and antisocial elements in the wider community, including styles and colours associated with gangs;

- The desire to promote harmony between different groups represented in the college;
- **Professionalism** – staff, and where appropriate learners, would be expected to dress appropriately to their role in order to promote a positive and professional image at events such as outside visits, careers workshops, open days.
- **Health and safety** – for example, long hair should be tied back for practical studies and learners will be asked to remove jewellery if it is considered that it poses a risk.

In addition, items of dress that may reasonably be expected to cause offence to any member of the college community, such as T-shirts bearing inappropriate language or images, or particularly revealing items of clothing, are not allowed to be worn in college.

Dress Code Standards

- Therapist learners should always wear a clean pressed tunic/therapist dress
- Black full length smart trousers are to be worn with tunics (this excludes leggings)
- Flat black covered non-slip footwear
- Hair should be neat and tidy and tied back off of face
- The only jewellery permitted is a wedding band and stud earrings (no diamonds). Facial piercings will be required to be removed or covered with a dignified plaster
- Therapists will not smoke, or eat strong smelling foods prior to giving treatments
- Clothing should be pressed and never wrinkled. Torn, dirty, or frayed clothing is unacceptable.

Makeup, Perfume, and Body Art

- Body art, if visible, should not be offensive and visible body piercing should be limited.
- Day make up should be applied (unless there is any exemption due to allergies or other medical restrictions). Makeup should be of a natural look and not excessive. Remember, that some people are allergic to the chemicals in perfumes and make-up, so wear these substances with restraint.
- Nails should be clean, tidy, and short and also polish free. No nail extensions should be worn. Massage class learners may have clear or light nude gel polish but nails must be short. Nail class learners will start off with bare nails as they complete manicure and pedicure modules, however as they progress

throughout their training it is accepted that they will have extensions or other nails applied as part of their training.

- Learners are advised at time of induction that they should not (for example), wear nails or eyelashes which could prevent them pairing up and practising treatments in class and therefore put other learner(s) at a disadvantage.

Hats and Head Covering

Hats are not permitted in the office. Head Covers that are required for religious purposes or to honour cultural tradition are allowed.

Equality & Diversity

Debut recognises the diversity of culture, religions and disability relating to its learners and will take a sensitive approach when this affects dress and uniform requirements. If any learner believes that for any reason they are unable to comply with the policy they must inform Debut who will give due consideration of concerns raised, although priority will be given to health & safety and infection control considerations. Alternative uniform options will be permitted in line with any religious or gender requirements.

Loaning Uniform

Debut understands that learners may not have the financial means to purchase their uniform, irrespective if they have applied for a bursary. Debut aims to offer to all funded learners the opportunity to either purchase their uniform items or loan them for the duration of their training. Learners loaning tunics will be required to sign a declaration to ensure they abide by the rules relating to the loan agreement of clothing and return it in good condition when they leave.

Ordering of Tunics

Payment for tunics must be made in advance as these are ordered through a separate uniform retailer. Debut will try to pass on savings to learners if applicable, ie., tunics will not incur postage fees if they are ordered within bulk orders. Outside these then there is a postage and shipping charge. Debut insist learners try on sample tunics for size prior to ordering so they get the correct size as returning them will be at a cost to the learner.

Faulty Tunics

Should a tunic have a fault then the learner should speak to the Center Manager and bring in the tunic as evidence. She will make enquiries to clarify if the tunic can be

replaced if it has been purchased recently and the fault is a manufacturing fault and not due to the learner misuse of the garment.

Medical Conditions & Uniform

Debut understands that if a learner has a medical condition (whether temporary or permanent) that the uniform items suggested may be adapted and/or alternative similar items worn as long as they comply with health & safety and HABIA guidelines. For example, maternity trousers for pregnant learners under tunics instead of tailored trousers or alternative footwear for learners who have no instep.

Conclusion

These guidelines are designed to apply equally to male and female employees. There will, however, inevitably be instances where similar items of clothing are suitable for one gender but not another. Progressive disciplinary action will be applied if dress code violations continue.

Please refer to Debut's linked policies below for additional information regarding Teaching & Learning Standards:

- Observation of Teaching & Learning Policy
- Grading, Academic Standards and Feedback Policy
- Code of Conduct - Learner Policy
- Standards Moderation Policy
- Disciplinary Policy
- Educational Visits Policy
- Apprenticeship Expectation Policy
- Equal Opportunities & Inclusion Policy
- Induction Procedure – Learner Policy
- Resource Loan Policy

Policy Revision

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