



Dress Code Policy

Aim: To ensure that all Employees are smartly and professionally presented to parents and carers, children, colleagues and other professionals. We discourage the wearing of jewellery to avoid unnecessary accidents and personal risk.

1. The current uniform provided must be worn at all times. **Please note we will not provide sleeveless or thin strapped tops.** Replacement uniform will be reviewed annually.
2. You are required to supply and wear smart black/dark grey/navy/brown trousers, cropped trousers, long shorts providing they are not shorter than 8cm/3inches above the knee. No jeans/cords or jeggings. Thick leggings are acceptable.
3. Sensible fitted footwear with heels no higher than 1 inch. No strapped sandals, slip on shoes, crocs or flip-flops. For Health and Safety closed toe shoes at all times.
4. Hair must be clean, neat and tidy. Hair past shoulder length and longer must be tied up to prevent it falling into a child's face or their food.
5. Finger nails should be kept short and well-manicured to prevent scratching children and harbouring bacteria. The wearing of gel nails is allowed (this does not include gel nail varnish), but they must be non-acrylic with no nail varnish. Nail varnish and foils are not permitted.
6. False lashes are not permitted unless salon applied and of natural length.
7. All uniform must be presentable, clean and laundered, crease free.
8. If you are a smoker or live with a smoker, please be aware of poisonous chemicals lingering on clothes, this is not permitted at the setting - see No Smoking policy.
9. Tattoos - any large/offensive/scary images must be covered.
10. All uniform supplied by Pippins Pre-school and nursery including maternity wear must be handed back at the end of your employment.
11. **Jewellery must be kept to a minimum**, only flat plain band wedding rings are permitted, for any piercings, stud or hoops 1cm in diameter or less. Earrings and piercings should be kept to a minimum and are worn at the employees own risk as potentially a child could grab and pull at them. No necklaces, dangly earrings, bracelets or anklets. Pippins do not accept responsibility for any broken jewellery or injury.
12. We discourage children from wearing jewellery at the setting for their safety and the safety of others. Where it is felt necessary for a child to wear jewellery it will be worn at the child's own risk, this includes breakages, loss and injury. If we feel an item of jewellery will cause injury, we will remove it and place it with the child's possessions.

This policy was adopted at a meeting of Pippins Pre-school and nursery

Held on Thursday 9th October 2025

Signed on behalf of the Management Trustee Directors

Role of signatory (e.g. Chair etc.)

Chair

Chair