

Newton International Academy

Staff Dress Code Policy

An International Community of Learners, Striving for Excellence and Celebrating Success

Approved by: Senoir Management Team
Date Approved: September 2026
Next Review Date: September 2027
Review Cycle: Annual

NEWTON INTERNATIONAL ACADEMY | BARWA

It is the intent of the Newton Group, through this dress code, to ensure all staff present themselves to pupils, parents, and general public in a manner that enhances their professional position. It is also the intent of the Newton Group to ensure all staff model attire appropriate to success and set a positive example for pupils.

All staff are expected to dress in a professional manner. Clothing should be neat, clean, in good repair, ironed, and appropriate for on-the-job appearances at all times. Staff shall not wear on the outside of their clothing any jewellery or similar artifacts that are obscene, distracting, or may cause disruptions to the educational environment.

Please follow the guidelines below as to what is appropriate.

1.1 For Ladies:

- Skirts shouldbe long or to mid-calf, avoiding wrap aroundskirts which mayfall open when sitting.
- Blouses and dress should have short (mid-arm) or long sleeves and modest neckline. Shoulders should be covered at all times.Your middle shouldbe covered whenyour arms areraised (when writing on the board) or when you are bending over pupils.
- Trousers shouldbe formal andloose-fitting.
- Closed shoes(flat or withheels) or formalleather sandals witha strap areacceptable. Underwear must not be seen through the dresses, skirts, trousers or blouses.
- Pantihose / stockings with skirts or dresses mustbe of appropriate length

Not permitted

- Tights or leggings of any length
- Skinny / slim fittedtrousers.
- Vest tops;T-shirts with low necklines and/ or logos or inappropriate prints. Denim of any colour – jeans / skirts / jackets.
- Transparent clothes revealing undergarments or torn clothing. Low cut blouses that show cleavage.
- Slippers, flip-flops or open-toe sandals that expose thewhole foot. Trainers
- Cargo pantsor ¾ trousers
- Oriental wrap-around pants/ trousers
- Short skirts– even withtights or leggings underneath Clothing that is not ironed
- Jumpsuits Black abayas

Newton Group Values:



1.2 For Men

- Pormal suits
- Tailored / formal trousers
- Formal Shirts – long or short sleeved
- A tie must be worn at all times
- Closed shoes
- Blazers
- Hair and facial hair must be kept clean and neat

Not permitted

- Jeans
- Any clothing that is not ironed
- Casual shirts or T-shirts
- ¾ length trousers or shorts
- Trainers • Sandals – even if worn with socks
- Drop-waist' trousers revealing underwear

1.3 P.E. Ladies:

- Tracksuit pants must be in full-length ONLY and not too fitted.
- All PE shirts must have sleeves. Shoulders must always be covered.

Men

- Tracksuit pants must be in full-length ONLY and not too fitted.
- All PE shirts must have sleeves.

Not Permitted:

- Bermuda pants and shorts
- Tights
- Vest-style tops

Swimwear: Men : swimwear with long or shorts sleeves – swim trousers below the knee or l**onger Ladies :** swimwear with long or shorts sleeves – swim trousers / legging above the ankle

1.4 Piercings and Tattoos:

- Females may wear earrings to school.
- Males may not wear earrings or any other piercings.
- Any other body jewellery should be removed.
- Any tattoos should be covered or concealed

1.5 General Guidelines:

- Employees should not resemble the opposite sex in appearance and adornment.
- Employees should show a commitment to hairstyles that suit the school community's nature and Qatari society's values.

Exceptions

The Senior Management will confirm if and when exceptions to any of the regulations apply. However, even when informal dress is expected or permitted, clothing worn should always be modest and consistent with the values of Qatari society.

If you are unsure, please ask your line manager or any members of the SMT.

Staff will be sent home at their own expense to change if they are unsuitably dressed. Your Head of School will speak to you about your attire if it is deemed unsuitable.

Equity Statement

The Newton Group does not unlawfully discriminate in employment or in its programmes and activities. All staff have equal access and inclusive rights to their work regardless of their gender, sexual orientation, race, disability or ability. The Newton Group is committed to creating a positive climate that will enable everyone to work free from racial intimidation and harassment and to achieve their full potential.

This policy will be reviewed annually