

Dress code—ACAS guidance

Employment Law Updates



New Guidance for Employers from ACAS on Dress Codes and Appearance in the Workplace:

- Employers must avoid unlawful discrimination in any dress code policy;
- Employers may have health and safety reasons for having certain standards;
- Dress codes must apply to men and women equally, although they may have different requirements;
- Reasonable adjustments must be made for disabled people;
- Dress codes should relate to the job and be reasonable in nature;
- Consulting with employees over proposals may help to ensure that the dress code is acceptable to all;
- The dress code should be in writing and be communicated to all employees;

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- Employees may dress in a certain way for religious reasons: any restriction should be connected to a real business or safety requirement;
- Employers should work with employees to allow them to manifest their faith in a suitable way;
- Employers should have sound business reasons for requiring tattoos to be covered and piercings to be removed;
- Non-compliance by employees may result in a disciplinary hearing.

Ware & Kay

good on paper, even better in person

Contact us

For further advice on your employment issues contact **Gill Wilkinson** on 01904 716050 (gillian.wilkinson@warekay.co.uk)