



Dress Code Policy

1. Scope

Our volunteers visit a variety of environments, and we do not wish to be proscriptive in terms of dress standards. However, we are required to comply with the law and Organisation Commission regulations, particularly in respect of political campaigning, and are accountable to our members and trustees.

Consequently, when visiting or representing the organisation externally, it is important that we all consistently dress appropriately. This policy includes not only badges, lanyards, and clothing, but also other visible symbols that others might see, such as digital backgrounds and the display of items on desks, laptops, noticeboards or in other ways visible to others.

2. Applicability

This policy applies to all trustees and volunteers.

3. Respecting Each Other

We will create our dress code in consultation with our members and apply it in a way that is both legal and respectful of individuals' beliefs and rights in law, promotes a positive image of our organisation and ensures everyone is kept safe.

- Dress policies for men and women may not be identical, but the standard required will be equivalent.
- Transgender people will be allowed to follow our dress code in a way which they feel matches their gender identity, subject to meeting the same standards as anyone else.
- For disabled people, we may not fully apply our dress code requirements, where their impact would be more onerous on a disabled person.
- Polo or t-shirt with a fleece or sweatshirt bearing the Jack and Pals Therapy Dogs logo, combined with blue or black trousers, skirt or shorts.

Clothing and other items with logos, images or text may be worn or carried in the following circumstances, where doing so would not interfere with an individual's work/safety.

- For genuinely held recognised religious beliefs. For example, Sikh turbans, Jewish Kippah (yarmulkes), Muslim Kufi, the Hijab and Rastafarian hats.
- Those prescribed by a doctor or other recognised health professional as necessary for an individual's health.

4. Values And Professionalism

Everyone is expected to dress appropriately in a neat and well-groomed manner to reflect our values and professionalism.

It is unlikely that obviously dirty clothing, torn jeans or un-ironed clothing, or overly revealing dress that may reasonably be seen as offensive to most of our supporters would be acceptable in a normal setting. Equally, wearing of clothes or other items with images or logos or text that might reasonably be seen to promote or condone illegality or that contravenes our values is not allowed.

5. Organisation Branded Items & Events

We request that volunteers wear our branded clothing on their visits or at events. It is important to make ourselves easily identifiable and to present a consistent positive image about us, to support meeting the objectives of our organisation. It also means our volunteers are easily identified to people living with dementia and in the event of an incident, our volunteers are also easy to locate and identify.

We very much welcome people wearing organisation branded items to help promote our organisation away from visiting. However, you are requested to consider not wearing such items to activities such as political events, as this may inadvertently be seen or reported as the organisation supporting this.

6. Politics And Contentious Issues

Individuals are entitled to hold their own views on politics and other issues, and we recognise their right to do so, including strongly held beliefs on other possibly contentious issues. However, we are a non-political organisation. Therefore, the wearing of badges or logos expressing a particular point of view should not be displayed/worn when representing the organisation, unless these would not reasonably misrepresent us as having a political bias or offend anyone. For example, Dementia Friendly or an award received whilst visiting should not offend anyone, but the *ban of fox hunting* might do so, because some people hold strong views on this issue. Volunteers should not wear badges or other items that promote a politician or political party, or with negative or offensive messages about an individual, group or organisation.

7. Safety

In some circumstances, people may be required to wear PPE for their protection and the protection of others. The decision as to whether PPE is necessary and for whom and how it must be used will be based on a risk assessment and any relevant HSE guidance from a setting. Where wearing or using PPE is not possible due to some reasonable cause, such as a disability, we will do our best to make reasonable adjustments. However, where an individual is unable to wear or use PPE in a way that keeps them or her or others safe, s/he will not be able to participate in the activity.

9. Review

This policy will be reviewed annually or following a serious incident, whichever comes first.

10. Adopted	1 st September 2026
Review Date:	1 st September 2027
Signed:	Wendy Withington
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