

Dress Code

Marwell is proud of all the individuals that work hard to contribute to our organisational success. By presenting ourselves appropriately we can reinforce our professional yet individual and welcoming image, showcasing one which genuinely reflects Marwell Wildlife and our diverse Marwell team. How we behave and how we present ourselves is a big part of this and our own individual responsibility.

Depending on your role here, you may or may not be required to wear a uniform. Regardless, please take pride in your appearance and keep your look clean and tidy – we are still at work after all. We urge you to be mindful every morning when you are getting ready for work, of your own professional image and the standards we all recognise and are influenced by. Some key ‘must-haves’ for this would be;

Uniform

- Please keep it clean, in good condition and in accordance with company and team guidance
- Let your line manager know straight away if we need to repair or replace anything for you
- We can source most things, so please don't supplement with your own clothes before you have checked out what we can give you
- We would rather you didn't wear uniform outside of the park except on your journey to and from work or if you are 'out' on business
- Biosecurity considerations are very important – please check if you don't know how best to implement them
- Name badges should be worn, on your right-hand side, except where safety reasons dictate otherwise

Non-Uniform

- Ensure your outfit is appropriate for the type of environment and activities you undertake on any given day
- Always be prepared to 'dress for business' (business casual or formal) depending on the occasion
- Clothes should not be revealing, offensive or provocative to anyone you may meet
- Be yourself as much as you can, whilst remaining 'hole, rip and tear' free
- Name badges should be worn, on your right-hand side, except where safety reasons dictate otherwise

Health & Safety

- Any personal protective clothing (PPE) issued must be worn when appropriate
- Footwear should be sensible and comply with local conditions for safety
- Food handlers must comply with all food hygiene regulations
- Jewellery should be consistent with requirements for the area in which you work

Individuality

- Be mindful of all visible piercings and where possible, keep them low-key (colour, size etc) for work
- Please be either clean shaven or have a beard that is neat and tidy
 - Please be discreet should you choose to tattoo the back of your neck
- The only tattoo's we can't allow would be on the back of hands and any that would be visible on a passport photo (when wearing an open necked polo shirt)
- Obviously offensive markings are out – see more in 'Equality' section

Equality

- Our respectful and professional ethics will not allow for anything we wear (Clothing or Body Art) to depict sexual activity or pornographic behaviour, violence, drugs, racism or negatively depict any protected characteristic.
- Protected Characteristics are; Age, Disability, Gender reassignment, Marriage & Civil partnership, Pregnancy & maternity, Race, Religion and belief, Sex and Sexual Orientation

Accountability

We are all personally accountable for how we 'show-up' at work.

Your Head of Department will make sure you are clear of your responsibilities and that this document is readily accessible and often referred to. They will be expected to let you know right away if you need to 'tweak' your approach or your judgement isn't quite in line with expectations.

Should they deem any part of how you present, on any given day, is outside of these guidelines, they will, in the most extreme of circumstances, be able to send you home, without pay until you are able to do so.