TATTOO POLICY

Introduction

As an organisation we promote and celebrate freedom of expression. We also understand that for some people tattoos and body art can be an important part of their identity. We aim to create a working environment where all staff feel able to come to work as their true self.

The purpose of this policy is to set out our stance on tattoos in the workplace, taking into account individual self-expression and the needs of the business to maintain its professional standards and reputation.

Tattoos in our workplace

Visible tattoos are acceptable in our workplace and we do not, as a matter of course, require tattoos to be covered.

Your tattoos must, however, remain capable of being covered by clothing in a reasonable and acceptable manner. We reserve the right to ask you to cover any visible tattoo for business reasons. This may happen in order to maintain a professional image when, for example, we have visitors. In these circumstances, you are then required to cover visible tattoos in a reasonable and acceptable manner for the duration stated at the time.

Any tattoos that may reasonably be considered as offensive must be kept covered at all times while you are at Osar’s or representing us in any capacity.

You must ensure that any tattoos that may reasonably be considered as offensive by any group are not visible on any social media account that could connect you to Oscar’s in any way.

Any questions regarding tattoos and whether they must be covered should be directed to the Manager.

Any breach of this policy may result in disciplinary action up to and including summary dismissal.

Signed on behalf of the Voluntary Management Committee: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Review Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_