



## Are You “Extremely Attractive”? If not, don’t apply!

By **Jon Gilligan** - 30 August 2018

Following a number of dress code cases a couple of years ago, including the high profile case involving Nicola Thorp being sent home for not wearing high heels (<https://www.bbc.co.uk/news/uk-england-london-36264229>), an unnamed jazz bar in London’s trendy Shoreditch has hit the news for its approach to recruitment.

Cutting right to chase, the bar’s job advert made clear that only “extremely attractive” staff should apply. Seemingly the bar felt it had no choice and justified its requirement by adding “Physical attractiveness is **unfortunately** necessary for this role”. The advert gave further helpful guidance for applicants, specifying that female applicants “must be comfortable wearing black heels”.

Of course, beauty is in the eye of the beholder – how the bar assessed candidates is anybody’s guess, but it seems unlikely it was in line with the ACAS Code!