



Statement on Dress

The College welcomes the variety of appearance brought by individual styles and choices. The wearing of items arising from particular cultural/religious norms (including, for example, saris, turbans, skullcaps, hijabs and kippahs) is seen as part of this welcome diversity.

Loreto College is a place of work for students. We do not insist on any particular dress for its employees or students, except where there are health and safety or security concerns, or where a job or placement requires a uniform or protective clothing to be worn. 'Hoods' are not to be worn inside the college buildings and clothing with slogans or symbols that could cause offense should not be worn as students should be mindful that they are working within a professional environment.

Please click [here](#) to visit our Parent Portal for further details on these matters.

1. Health and safety

Health and safety requirements may mean that for certain tasks specific items of clothing such as overalls, facemasks, protective clothing...etc. must be worn. In order to protect the fabric of the building, particularly floor coverings, we ask that stilettos should have protective tips on the heels.

2. Security

For security reasons, all employees, students and visitors to the college's premises must be readily identifiable. This means that security, reception and other staff and students should be able to identify a person on campus, usually comparing their face to the photograph on their college identity card or via CCTV.

For this reason:

- A. At all times while on campus, staff, students and visitors must be able to present their ID card for inspection. In most circumstances it is recommended that the card is visibly on display, for example worn on a lanyard. Visitors must similarly carry their visitors' cards where issued with one.

Clothing obscuring an individual's face is not allowed on the college campus, except when required for health and safety or work-related reasons. To help ensure identification, employees, students and visitors must not wear clothing in such a way that it obscures the face, this includes items such as, but not limited to, but not limited to, face snoods, niqabs, balaclavas, face masks* etc.

- B. Employees, students and visitors must make no attempt to hide their face through any means, this includes but is not limited to, covering their face with their hand, arm, a coat or bag etc.

Any member of College staff and security staff have the right to ask individuals to identify themselves by comparison with their photograph on their ID card. Anyone who refuses permission for them to do so may be removed from the college premises.

3. Job or placement requirements

A uniform may be required for particular tasks, either within the college or during placements with external organisations. Students of the college will be required to comply with such requirements.

4. Offensive dress

Items of dress that may reasonably be expected to cause offence to any member of the college community, such as the wearing of slogans, images and symbols perceived as offensive (for example obscene, homophobic, racist, ableist, sexist or sectarian) or particularly revealing items of clothing (beachwear, low cut tops, high slits, short skirts or shorts, sheer clothing, undergarments or lack thereof) are not allowed to be worn in college. The wearing of these items of dress will be considered as a potential disciplinary offence and dealt with according to college processes as detailed in the student induction and student handbooks.

5. Religious and Other Considerations

The employment equality (religion or belief) regulations, which came in to force in December 2003, mean that it is unlawful to discriminate against individuals because of their religion, belief or similar philosophical belief. Loreto College values the diversity of its staff and students.

Should paragraphs 1-5 produce a conflict with an individual's religious belief, the individual's line manager or the student's Head of Hall will consider the issues raised, being always mindful of the objectives of this policy. Such considerations may include ensuring that a version of uniform for women includes the option of wearing trousers. Similarly, if a uniform includes headwear, then the wearing of turbans should not be prohibited unless there is an over-riding health and safety need. Any suggested ways forward cannot undermine the principles outlined in points 1-5 or include clothing obscuring an individual's face, except when required for health and safety or work-related reasons. It is imperative that all employees, students and visitors can be easily identified and therefore clothing that obscures the face cannot be worn on campus at any time.

There will be circumstances, such as in laboratories or on a student's placement visits, where it may be necessary to impose particular dress codes. **The health, safety and security of members of the college community must be the college's prime consideration at all times.** Where the health and safety or security of the person wearing the dress (or that of others) is compromised, it will be necessary to request that the person does not wear that dress or a particular aspect of it. This will be handled with sensitivity and the reasons for the request given.

If a student is believed to be in breach of the College Statement on Dress, including at the point of enrolment or induction, the matter should initially be referred to the student's Head of Hall or a member of the Senior Management Team. They will review the situation and, if they feel the Statement on Dress has been breached, they will:

- Discuss the matter with the person(s) concerned, explaining clearly what the issue is and in what way they have breached the Statement on Dress, endeavouring to resolve the matter amicably.

- The individual will be sent home from college and asked to remove or change the items of clothing as appropriate.
- In the case of existing students, it should be made clear that this is not a suspension or exclusion, and that they will be readmitted to college immediately once they comply with the Statement on Dress.
- In the case of enrolling/induction students, it should be made clear that this is not a bar to their progressing to the college and that the admissions process will resume once they comply with the Statement on Dress.
- Persistent or wilful breaches of the Statement on Dress will be dealt with in accordance with the relevant disciplinary procedures.

**Medical face masks will be permitted, with evidence of requirement from a medical professional.*