



# 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.

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.
- B. Clothing obscuring an individual's face is not allowed on the college campus, except when required for health and safety or work-related reasons. For ease of identification, employees, students and visitors should not wear clothing in such a way that it obscures the face\*

College 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**

The wearing of slogans or symbols perceived as offensive (for example, obscene, racist, sexist or sectarian), will be considered as a potential disciplinary offence and dealt with according to college processes as detailed in the staff 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 paragraph 2B produce a conflict with an individual's religious belief, the individual's line manager or the student's Head of Hall will, with the aim of finding a satisfactory compromise, sympathetically consider the issues consistent with 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.*

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 may 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.