





Jewellery and Similar Personal Effects Policy NS-39

Ratified by Governors:	Mr R Crozier, Chair of Finance & Staffing Committee
Signature:	
Date:	03/10/2023

Ratified by SLT:	Mr R J King, Headteacher
Signature:	
Date:	03/10/2023

Committee Responsible:	Finance & Staffing
Author:	Mr M Smillie
Complies with Equality Scheme:	Yes
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03	25.08.23	Minor Updates	MSM
04			

1. Introduction

Students having their ears, or other body parts pierced has increased significantly over recent years. The wearing of jewellery and other adornments (e.g. navel rings, nose studs, lip studs, tongue studs, eyebrow studs) can conflict with safe practice and the delivery of some lessons – e.g. PE, Sport, Swimming and in some cases, Technology.

For safety reasons the wearing of earrings, ear studs or other jewellery (metal or plastics) must not be permitted during sporting activities, PE or swimming. For safety and hygiene reasons this will apply to certain tasks performed during design technology lessons. Please refer to specific task risk assessments on CLEAPSS. These items can represent potential hazards, not only to the wearer but also to other students, staff and, in some instances, third parties. Where there is doubt about the risk, a precautionary approach should be adopted.

2. Respecting diversity and cultural beliefs

Cockermouth School respects different cultures, races and religions and acts reasonably in accommodating these needs, without compromising important school policies, such as school safety, uniform and behaviour standards. The school places restrictions only where there is a reasonably assessed safety risk.

3. Risk Assessment

The hazards associated with jewellery being worn during Art / Design / Food Technology lessons are generally well accepted, particularly when working with machinery and/or food stuffs. Individual departments, where necessary, will have their own risk assessments in place which take personal effects into account.

Some students may need to wear personal effects such as spectacles or hearing aids; in these circumstances the teacher needs to decide whether it is more or less hazardous for the student to actively participate whilst wearing such items, both in terms of their own safety and that of other students.

Body jewellery can be hidden therefore it is important that students are asked at the beginning of PE sessions whether or not they are wearing it. If admitted, then the principles, outlined below, will apply. If not admitted then the activity can proceed as normal, however, if during the session the teacher becomes aware that body jewellery is being worn, the principles outlined below must be applied immediately.

Medical bracelets that must be worn at all times can be covered with sweatbands secured with adhesive tape. Long hair must be tied up at all times during an activity where this poses a risk; this applies to both male and female students.

4. School Policy

The school uniform policy and behaviour policy should be followed at all times alongside this policy. For activities where there is a risk identified from the wearing of jewellery then all such jewellery should be removed;

- If they cannot be removed, the person in charge should take action to make the situation safe (i.e. adjust the activity for the individual and/or group);
- If the situation cannot be made safe then, in the short term, the individual should not actively participate in the lesson.

For example, applying surgical tape over a stud earring (front and back) can be used to make some situations safe; however the teacher must be confident that the strategy will be effective. In a

swimming activity, the tape on its own would not be a sufficient measure and the teacher may decide that in conjunction with the tape a swimming hat must be worn to cover the ears. In contact sports, such as Rugby, students will be prevented from participating.

As newly pierced ears can take up to six weeks before sleepers/studs can be removed, students wishing to have pierced ears should have this carried out during the summer break when the ears will have time to heal prior to the beginning of the autumn term. Once the ears have healed, the earrings can then be safely removed.

Where items of jewellery are worn as part of a student's religious beliefs or where they cannot easily be removed, discussions will take place with the student's parent or carer as to the most appropriate control measures required to reduce the risk of injury to both the individual student and others. If a parent/carer is not willing or able, because of their beliefs, to conform to the schools health and safety policy then a risk assessment will need to be carried out. Where there is a foreseeable risk to either the individual or other students, the student will either need to remove the item or not participate and observe the activity instead.

5. Security

For any jewellery removed by students prior to a lesson, consideration should be given as to where the jewellery will be kept. Once it has been handed to a member of staff for safekeeping, then it is the responsibility of the school to ensure that it is safely returned to the student after the lesson. There have been a number of cases where jewellery, which had been given to a member of staff, has subsequently been lost. This has led, almost without exception, to the school having to compensate the student for the loss. Signage in the changing rooms informs students that they are responsible for their own valuables, as the changing rooms are not locked students should use their own lockers to secure items.

Cockermouth School will decline all offers from parents who state that they will indemnify teachers for allowing a student to wear personal effects. Indemnities carry no legal status, as the student may bring retrospective action against teachers in their own right within three years of reaching adult age.

This policy should be read in conjunction with the Uniform Policy and the Whole School Behaviour Policy.

Headteacher:

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Chair of Governors:

Mr A Rankin

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