

The Bosco Centre	
<b>Policy:</b>	<b>Student Dress Code Policy</b>
<b>Applies to:</b>	<b>College, Independent School, Nursery and Youth Club</b>
<b>Reviewed:</b>	<b>October 2018</b>
<b>Next Review:</b>	<b>October 2019</b>

## SCOPE

This policy applies to all Students of the Bosco Centre.

## POLICY STATEMENT

The Bosco Centre recognises that like most training providers our Students act as representatives of the organisation and should therefore be dressed accordingly. The way in which Bosco Students dress and present themselves plays an important part in the image that the centre portrays to users and the General Public.

For this reason you are asked to be aware of the following guidelines and you will be fully expected to adhere to the dress code policy at all times when representing the Bosco Centre.

## INAPPROPRIATE ATTIRE

The following should be taken into consideration when defining what is regarded as inappropriate clothing for the workplace:

- The wearing of hats, caps, bandanas or hoods during the day whilst working
- Slogans or pictures on t-shirts/tops containing nudity or foul language, may be deemed sexually offensive, and would not be appropriate
- Revealing attire i.e. shorts (hot-pants/sports shorts are not acceptable; however tailored shorts to the knee would be deemed acceptable). Crop tops, clothes made of see through materials, and clothes that expose areas of the body usually covered in the workplace, including excessive exposure of cleavage, may be deemed sexually offensive, and would not be appropriate. Skirts/ dresses should be no higher than 5 centimetres above the knee. Jeans are acceptable, but they should be smart, clean and not be ripped.
- An observable lack of underwear, may be deemed sexually offensive, and would not be appropriate
- Any articles of clothing or jewellery or piercings which may present a Health and Safety hazard.
- No bagging/sagging pants or any attire promoting alcoholic, drug advertisements, or profanities, or gang related attire.

These restrictions are in place as some articles of clothing may be regarded as offensive to some employees/Students and be regarded as discriminatory in terms of sex or sexual orientation, religious beliefs, racial or ethnic origins, or any other discriminatory grounds, or which may cause health and safety concerns.

The above are just a few examples of what would be regarded as inappropriate attire for the workplace; however, Students are reminded that if they have any doubts in their own mind as to whether an article of clothing is appropriate, then it is likely that others will share this doubt and may be offended, and the article of clothing should therefore not be worn.

### **RELIGIOUS AND CULTURAL DRESS**

THE BOSCO CENTRE accepts that it is policy that the wearing of religious and cultural dress (including clerical collars, head scarves, skull caps and turbans) is allowable and must not be discouraged. The exception to this protocol is where health, safety and welfare will be compromised by the wearing of such dress and/or where this is likely to enhance the risk to other persons.

The following points should be borne in mind:

- Some religions and cultures require a certain mode of dress; for example, the wearing of compulsory items, such as bangles (Kara) as worn by Sikh men and women.
- No specific formalities exist regarding female or male dress code at the BOSCO CENTRE, other than in circumstances such as the requirement to wear overalls and protective clothing
- Priority will be given to health and safety requirements, as laid down by national legislation.

Where appropriate, advice may be sought from the BOSCO CENTRE's senior management team.

### **BREACH OF POLICY**

Students who consistently abuse these guidelines may be dealt with under the BOSCO CENTRE's Disciplinary Procedure. In certain cases where dress is deemed inappropriate, Students will be asked to cover up by wearing shirts/leggings which will be kept in the office.

### **IMPACT ASSESSMENT**

This policy has been reviewed in accordance with Equalities Legislation on race, disability, age, gender, sexual orientation and gender identity, faith and belief.

### **POLICY REVIEW AND ASSESSMENT**

This policy may be amended by the Bosco Centre at any time in order to take into account changes in legislation and best practice.