

Cork Educate Together Secondary School Dress Code Policy May 2018

CETSS offers parents the choice of an education based on the inclusive intercultural values of respect for difference and justice and equality for all. In our school, every child will learn in an inclusive, democratic, co-educational setting that is committed to enabling and supporting each child to achieve their full potential while at the same time preparing them to become caring and active members of a culturally diverse society. (Adapted from Educate Together Mission Statement)

Rationale

The Dress Code Policy of CETSS reflects and helps to promote the school's ethos, relationships, policies, procedures and practices. The school recognises the variety of differences that exist between children and the need to accommodate these differences wherever possible. We encourage diversity and self expression.

A positive approach will be taken towards behaviour and every effort will be made to implement this policy in a fair, reasonable and consistent manner. It aims to help pupils, parents/guardians and staff members to work together to achieve a happy, effective and safe school environment. Students will be encouraged to develop an awareness of what is safe to wear in a school setting. Safe in this context means not posing a health and safety risk to themselves and others, for example, not wearing long earrings during P.E.

In order to support this learning, this policy has been drafted in consultation with teachers, students and parents. This policy works in conjunction with the values of the school, Code of Behaviour, the Anti-Bullying Policy, and the RSE Policy. All aspects of the policy apply equally to all genders and policy should be enforced in a gender neutral way.

Unless specifically stated that it applies to students, all provisions in this dress code apply equally to all members of the school community (staff, students, parents, teaching assistants and support staff). To simplify the implementation of this policy, subjective terms such as 'appropriate' have been replaced by specific details where possible.

The Dress Code Policy applies during the school day, school outings, sporting events and school trips. On occasion it may be necessary to have a school top for sporting events etc. This will be agreed with students and parents prior to the event.

Cork Educate Together Secondary School Dress Code

General rules

- Students and staff are not required to wear a uniform at Cork Educate Together Secondary School.
- Students and staff should always be identifiable for safety reasons. Clothing, make-up, headwear or hair should not block identification.
- Students must wear footwear that allows for light exercise in any lesson, to facilitate regular physical activity during the school day.
- Students and staff may be expected to dress in a certain way for school events and trips
- Students and staff may be expected to dress in a certain way for particular lessons, subjects or short courses (for example outdoor waterproof clothing and waterproof footwear or wellingtons may be required for some subjects or short courses).
- Clothing covering skin, hats and/or sun protection should be worn at times when students and staff are at risk of sunburn e.g. during PE lessons, sports days, outdoor field trips and any other times.

Clothes

- Students and staff should wear weather-appropriate clothing. This means clothes that are warm enough to be outdoors for part or all of a lesson. Students should take coats off when indoors in classrooms, unless teacher permission is given to keep coats on (for example due to cold weather).

- Clothing must be clean.
- Clothing must have no offensive slogans or pictures. Offensive means offensive to the values of the school.
- Underwear should be worn (bras optional) and covered by non-transparent outer clothing. A person's trousers must not be worn low below the hips displaying their underwear.
- Tops should be worn covering the torso. Hoodies are not permitted in technology class due to risk of injury.
- Tracksuits and footwear suitable for running must be worn for PE and sports.
- Miniskirts, mini-dresses, hot-pants and short shorts are not allowed.
- Wearing sunglasses inside the classroom is not allowed.
- Shoes/boots should be worn and should not pose a safety hazard.

Hair, nails, jewellery and hygiene

- Personal hygiene is important. Hands and nails should be clean.
- Fake nails or gel nails are not permitted as these impact typing speed, calculator use, handwriting, hygiene and dexterity in practical subjects.
- Hair should not cover a person's eyes as it blocks communication and/or identification.
- Students and staff may be asked to tie their hair back in some practical subjects for health and safety reasons.
- Jewellery should be safe for lessons and break times. Safe means not posing a safety hazard. Earrings that are very long, dangerous studs and big rings may pose a health and safety issue in practical classes and on crowded corridors.
- Students and staff may be asked to remove jewellery from time to time in practical classes such as Home Economics, PE or Science for health and safety reasons.

Headwear

- All hats must be positioned so that the peak does not block a person's eyes.
- Students are not allowed to have hoods up during class time.
- Students and staff are not permitted to wear novelty headwear during lessons as it may distract other students or obstruct vision.
- Students and staff are permitted to wear headwear normally worn in accordance with a student's ethnic, religious or cultural practices.

Procedures

Students, parents, teachers and management will strive to resolve any disagreement which may arise between members of our community, and adhere to the CETSS Behaviour Policy as it relates to dress code violations.

Students may be asked by teaching staff to make changes to their dress to bring it in line with the CETSS Dress Code. Staff may be asked to make changes to their dress to bring it in line with the CETSS Dress Code by school management.

Repeated refusal of a student to adhere to the Dress Code Policy will be dealt with by the procedures outlined in the CETSS Behaviour Policy.

If a parent, teacher or student feels personally uncomfortable or offended by how another person in our community is dressed they may speak to school management about the issue. As a community we make every effort not to judge a person based on how they choose to dress. We do not condone slut shaming, victim blaming or sexualisation of any student or staff member.

All members of the community should feel free to raise instances with management where they feel that another person's dress is not acceptable within the agreed CETSS Dress Code.

The policy is subject to periodic review.

Signed: (For and on behalf of the Board of Management)

Date: