

# St John the Baptist Church of England (VA) Primary School



Loving learning, Building  
Community, Growing in faith

Data will be processed to be in line with the requirements and protections set out in the UK General Data Protection Regulation.

## Facial Covering Policy

### Review

This policy was reviewed by the Policy and Resources Committee in January 2024 and will be reviewed every 3 years.

.....

Signed: Jill Carr, Chair of Governors

**Introduction:**

At St John the Baptist Primary School we aim to provide the best quality education to all children by ensuring a person's ability to communicate properly with all pupils.

The Headteacher and Governing body have the discretion to introduce policies regarding dress code or uniform taking account of legislation, particularly discrimination laws i.e. the Equality Act 2010.

**Purpose:**

The purpose of this policy is to make explicit the agreed school policy regarding the wearing of veils and face coverings at St John's.

**Legal parameters:**

St John's have this policy in the context of their overriding responsibilities to ensure that health and safety regulations are complied with as well as the effective delivery of education. Therefore, the wearing of veils is not permitted within the dress code of staff. The decision also applies to visitors and parents who have direct contact with the children enabling their faces to be visible to pupils. (School dress codes will not permit face coverings to be worn and no concessions should be made to those who wish to cover their faces on religious grounds.)

**Rationale:**

As a school, it is considered that full face veils are inappropriate in a classroom environment as they inhibit communication between adults and pupils. There should be every expectation that pupils and adults can communicate and identify each other easily in school and in other external activities e.g. trips/sports activities.

This principle has been confirmed in court cases where restrictions in dress associated with particular religious beliefs were deemed to be justified and not to have presented a breach to a particular individual's rights.

This principle can also be extended to volunteers in schools or those supporting school activities on the grounds; that such volunteers are partners to the safeguarding and education role of school employees by agreement of the school.

The Education Secretary has also confirmed this policy in school, stating...

*"It very much is up to the schools; schools will have a uniform policy. But there are certain things, particularly in relation to teachers who are teaching young children, particularly learning to read and to speak, where actually seeing the teacher's mouth is very, very important in understanding them."*

Ofsted Inspectors also found that religious dress covering the face sometimes caused communication problems.