

WEARING A FULL-FACE VEIL Arrangements for Students

Policy Ref No	E02 Version 2
Originator	Janice Hamilton
Approved	SLT – October 2022
Issue Date	October 2022
Review Date	Subject to changes in legislation/College policy/at least three-yearly

A The College keeps regulations regarding the clothing worn by students to a minimum and wants to allow maximum freedom of expression compatible with a secure, fair and equitable environment. The Enrolment Contract signed by all students commits them to the active promotion of this ethos. Students wishing to wear a full-face veil are supported under these arrangements within the following framework.

B Students may come to interview at College wearing a full-face veil, or may wish to start wearing a full-face veil while they are here. Whenever this becomes apparent, an appropriate (usually female) member of staff should carefully take them through this framework to ensure that they are aware of the support available and the specific issues that they will encounter in areas like examinations. It is important that the College works hard to make this a supportive discussion.

C Although the College does create a positive, supportive and tolerant community, students making this choice should also consider the reaction that it might provoke amongst some other students. It must be clear that the College would support the student through any adverse reaction, and it may be appropriate to offer some further meetings to monitor how this develops.

D Students wishing to wear a full-face veil must carry photo identification like any other student, and this can show a photograph of them wearing a full-face veil. The College is a small enough environment for everyone to feel able to know individual students well, and to manage identity issues on this basis.

E The College does not require additional proof of identity on enrolment, as students are accepted on the basis they are trusted who they tell us they are. Wearing a full-face veil has no impact on this.

F Students wearing a full-face veil should introduce themselves to security staff on the main gate at the start of the year. With personal recognition at this level, site security can be safely managed.

G During public examination periods, students wearing full-face veils may be required to confirm their identity with a female member of the invigilation team in a private room. They should be ready to do this using photo ID showing themselves without a full-face veil, such as a passport or driving licence. The regulations for public

examinations mean that students unable to confirm their identity are not able to sit examinations.

H Students will still need to wear appropriate safety equipment alongside their full-face veil in potentially hazardous settings such as during practical science classes. Similarly, students who need to undertake work placements or visits as part of their course must be ready to follow the requirements and regulations of host organisations.

I Students choosing to wear a full-face veil have special responsibility to communicate with their teachers and other staff who are less able to identify non-verbal communication from facial expression than they would be in most cases. Students in this situation should make an active commitment to giving their teachers clear and proactive feedback.

J In some exceptional circumstances, such as when working with the police, students wearing a full-face veil may be required to confirm their identity. This will always be managed in an appropriate way, normally in a private office with a female member of staff.

K The College does not expect students wearing a full-face veil to carry additional ID at all times, but they should be able to provide this, with notice, to cover the instances mentioned above.

L If students do not have appropriate photo ID, the College can produce a second photo ID card without a full-face veil for use in examinations and other special circumstances. This photo will be taken in a separate office by a female member of staff.