

Hoo St Werburgh
Primary School

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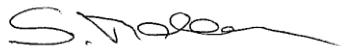
The
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Hoo St Werburgh Primary School
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The Marlborough

Jewellery Policy

July 2023

Signatories		
Head of School	Mr S McLean	
Executive Head	Mrs E Poad	
Chair of Governors	Mr P Provins	
Members of Staff Responsible:		
Mr S McLean	Head of School	
Mrs L Boffa	Deputy Head of School	
Review		
Dated	July 2023	
Next Review	3 Years – July 2026	

The Governing Body has adopted this Medway policy including any associated guidelines/policies and future updates. As it is a Medway policy it is assumed that it has been reviewed by them for DDA compliance.

The policy contained on the following pages is the latest version at the time of adoption. It will however not be maintained between reviews of this document and should be used for guidance only.

Interested parties seeking advice should always consult the latest version of the policy in the Medway Handbook.

Jewellery In School

It is Medway Council and Hoo St Werburgh Primary School's policy that children who habitually wear jewellery must remove it for PE lessons or swimming. Medway Council follows the most authoritative source from the Association for Physical Education (afPE), formerly the British Association for Advisers and Lecturers in Physical Education (BAALPE) and the Physical Education Association (PEA), now merged as afPE, which provides guidance on safe practice in physical education and school sport.

afPE Guidance page 90, 3.5.58 – 3.5.65 Jewellery, body piercing and personal effects

Personal effects, such as jewellery, religious artefacts, watches, hair slides, sensory aids and so forth, continue to pose difficulties in many schools since such items should, ideally, always be removed to establish a safe working environment.

Staff have a duty of care to ensure students are able to actively participate without unnecessarily endangering themselves or those working around them. Systems and procedures need to be in place within the changing area to check students fulfil this obligation prior to participation.

Any exception to this recommendation of complete removal needs to be carefully considered and always comply with a suitable risk assessment. The adult in charge should be confident that any strategies or control measures described within the risk assessment would be effective to maintain safety.

The use of retainers (flat studs that retain the piercing when earrings or studs are removed) is becoming more common as a form of acceptable substitution rather than removal. Provided these are flat and cannot cause damage if a blow or ball hits the side of the head, the level of risk is clearly reduced.

Recent developments in the manufacture of medical-aid wristbands have resulted in products with an acceptably low risk factor (soft materials, Velcro fastenings). Such items should be acceptable for physical participation in most activities, largely avoiding the need for removal, provided there are no sharp edges that may cause injury.

Clear expectations should be established throughout the school and with parents, about the management of personal effects by means of a clear and unambiguous written policy.

The school should have in place a routine for the removal of jewellery and other personal effects, strategies to enable participation by adjusting the teaching situation where removal or safe substitution is not possible and not allowing a full participative role, where removal or adjustment is not feasible.

Some parents ask whether they may sign a disclaimer taking responsibility for the consequences should their child suffer an injury as a result of wearing jewellery. Disclaimers from parents alleging the removal of responsibility from teachers should be declined. Such indemnities have no legal status, as pupils may bring retrospective action against teachers in their own right within three years of reaching adult age. Under the Health and Safety at Work Act 1974, schools must take all reasonable steps to safeguard the health and safety of students, staff and visitors, and this duty firmly remains with the school regardless of whether or not a disclaimer has been signed. Schools should work with parents to achieve a solution that does not compromise the safety of the student and others nor the employer's duty of care.

Removing jewellery for PE and swimming lessons remains a reasonable step, especially as there have been some unpleasant accidents in which children suffered severe damage to their ears when jewellery was torn out. Some schools have gone further and may continue to do so, by banning the wearing of jewellery altogether. Taping over earrings is unlikely to be a satisfactory solution as plasters or tape can easily come unstuck or otherwise be dislodged. Schools should also bear in mind that a person injured as a child can make a claim for compensation once he or she reaches adulthood. It is reasonable for schools to take steps to protect themselves from such claims.

Alternatively, the afPE website can be viewed by visiting the following link or schools may wish to purchase a copy for information through the website:

www.afpe.org.uk