Luccombe Hub This document forms part of the policy handbook and is intended for use at Luccombe Hub	
Title:	**Learner Dress Code Policy**
Subject Area:	Whole Centre
Applies:	Immediately
Issued:	01/03/2023
Last Reviewed:	23 Jan 2025
Next Review:	NLT 19 Jan 2026
Sponsor:	Henri Monier-Williams in conjunction with SLT
Contact:	Henri Monier-Williams
Email:	Henri@Luccombehub.com

1. Introduction

1.1 Aims

The aim of this policy is to inform learners and parents of The Luccombe Hub's approach to our Dress Code. The Luccombe Hub is based on a farm and as such the Centre requests that learners dress in a manner that is comfortable, weather appropriate and mindful that this is a place for learning and clothing choices reflect the nature of the environment.

1.2 Consultation

The Luccombe Hub will communicate this policy to all staff, relevant professionals and learners through inductions, meetings, day to day communications, staff meetings and training. A copy of this policy and all policies will be available on request or via the website.

1.3 Legislation and guidance

Human Rights Act 1998
Equality Act 2010
Department of Education advice on dress code

2. Procedures and practice

2.1 Appropriate Clothing.
The Luccombe Hub understands that clothing and footwear options can present sensory difficulties for our learners and therefore we do not choose to have a restrictive dress code, however we must be mindful of our learning environment and Health & Safety requirements and therefore ask parents/carers and learners to support us with the following clothing specifics:

- Shorts / Skirts / Dresses should be close to knee length and no shorter than mid-thigh. Shorts/skirts avoid being too revealing. Shorts or leggings can be worn under a skirt or dress.
- T shirts should have no inappropriate wording, symbols or logo's
- No crop tops / strapless tops / anything too revealing or low / high cut.
- No transparent or 'cut away' tops or low riding jeans (underwear should not be visible).
- Jewellery and make-up should be minimal.
- False or long nails are not permitted.
- Footwear should be appropriate to the surroundings for example wellies for the farm.
- Some of our curriculum activities can mean getting dirty and therefore suggest clothing reflects this, if required send in a change of clothes for your young person to change into if needed.
- Warm clothing for outside learning e.g. coats, hats & gloves, thermal layers and waterproofs suitable for the weather.
- For work experience visits, smart casual clothes to give a good impression (dependent on work experience environment)
- For off -site activities, dress according to the educational trip being attended – for specific trips – confirmation of any clothing required will be provided to parents/carers.

2.2 Appropriate clothing is to be worn at all times. The practice of learners removing shirts, is not allowed. Any learner attempting this is to be asked to dress appropriately immediately.

2.3 If there is a refusal to follow the dress code when clothing is deemed inappropriate the learner may immediately be referred to SLT for further action and may result in them being sent home.

2.4 **Aspects**
The Equality Act 2010, states that it is unlawful to discriminate against individuals because of their, cultural, non-religious, religious belief or similar philosophical belief. The Luccombe Hub values the diversity of its staff and learners and aims to create an environment where everyone is included.

The Centre welcomes the variety of appearance brought by individual styles and choices. The wearing of items arising from particular cultural/ religious norms (including, for example, saris, turbans, skullcaps, hijabs, kippahs and clerical collars) is seen as part of this welcomed diversity.

If any part of this Dress Code Policy produces a conflict with an individual's religious belief, the centre will aim to find a satisfactory compromise, sympathetically consider the issue consistent with the objectives of this policy.

Where the health and safety of the person wearing the dress (or that of others) is compromised, or where a learner wears a particular slogan or symbol on clothing is seen as offensive (for example obscene, racist, sexist) it maybe necessary to request that the person does not wear that dress or a particular aspect of it. This will be handled with sensitivity and the reasons for the request given.

3. Concluding notes 3.1 Monitoring and review

This policy will be reviewed every 3 years or earlier where changes in guidance requires an earlier review.
3.2 Links to other policies
Behaviour Policy
Equality Policy
Fairness & Dignity Policy
Health & Safety Policy
Safeguarding Policy