

University of Leicester

Report to Equal Opportunities Committee 6th October 2010.

Guidance on Wearing Head Covering

1. The purpose of this report is to clarify the University's policy on the wearing of a head covering.
2. At the last meeting of the Committee a statement was considered. The Committee asked for further consideration of issues relating to properly identifying staff and students.
3. Our Security Unit have previously requested guidance on this issue. Although no great difficulty has been experienced up until now clear guidance would be appreciated. Practice to date has been to photograph faces without any covering. If necessary a female member of staff would undertake this in private. It follows that the checking of identity when required would follow this practice.
4. Taking account of the University's equality objectives, health and safety issues and the need for identity checks from time to time I recommend the following statement.
5. *The University welcomes the diversity of appearance brought by individual styles and choices. It will not restrict the wearing of a recognised head covering by staff or students unless there are safety issues. From time to time and specifically during examinations the identity of any student or staff member may need to be established and the University reserves the right to do so. The University undertakes to do this sensitively. Wearers of head coverings will be verified by an authorised female where this is requested by the wearer. Photographs taken for the purpose of establishing future identity shall be taken without any head covering. Where requested this shall be carried out by an authorised female in private.*

Chris Sharp
Equalities Adviser
September 2010.