

# Jewellery in PE, sports and swimming



## **Statement of Intent**

Our mission is to promote a love of learning in order to maximise the life chances of every child in our Trust. Through nurturing, high expectations and skilled teaching, we will have a lasting and positive impact on our local and wider community.

### **Our Vision**

The TEACH Trust supports our children to become empowered citizens that make a meaningful contribution to society. Our curriculum reflects our locality and all it offers and aims to educate all children in matters which affect humanity in the wider world: these include all matters that relate to the climate and the world around us, such as climate change; the importance of respecting and celebrating the importance of equality and diversity; and being responsible global citizens.

We have the highest aspirations for our children: the broad and balanced curriculum promotes learning, provides cultural capital and supports spiritual, moral, social and cultural development. The Rights Respecting Gold awards and Anti Bullying awards reflect some of many ways in which education for character are integral to the work of our schools and highlights our focus on the children's personal development.

We aim to inspire our children to be socially conscious individuals who make a difference to the world. All our children secure the key learning and skills they will need to become lifelong learners and gain employment. Our ultimate aim is to improve all our children's life chances and prepare them to thrive in their future lives.

Under the Equality Act 2010 and the Public Sector Equality Act which came into force in April 2011, the Trust has due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations.

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**Who is responsible for reading and implementing this Policy?**

All Trustees and CEO  
 Headteachers  
 Physical Education leads  
 All Teaching Staff  
 All Teaching Student trainees (SCITT)

Staff are required to sign to confirm they have understood their responsibilities under this 'Jewellery in PE and Sport Policy'

**Other relevant TEACH Trust Health and Safety Policies and Risk Assessments**

|                          |                              |
|--------------------------|------------------------------|
| Health and Safety Policy | Medical and First-aid policy |
| Safeguarding Policy      |                              |

**Risk Assessments for teaching and learning in subjects including:**

Sports activities and events  
 Physical Education  
 Swimming  
 Outdoor Education and Learning Outside the Classroom (LoTC)

## 1. Policy Statement

TEACH Trust's Board of Trustees have stated that jewellery and similar adornments are not permitted in sports, physical education and swimming (PE) in any of its four schools. For all physical education, swimming and some off-site educational visits, the child must either remove these items themselves or preferably, have them removed before coming into school.

Taping over earrings or other jewellery is not a satisfactory measure to mitigate against the real risks of a significant contact injury during PE.

If pupils come to school wearing jewellery and are unable to remove it themselves, they will not be fully excluded from PE, but will not be allowed to use apparatus or the equipment in the main lesson or participate in contact PE or swimming. They will however, be set an alternative activity/exercise, because TEACH Trust have a duty to deliver the National Curriculum to *all* pupils, along with a duty to safeguard pupils in their care.

TEACH Trust must comply with advice from the Department for Education and the current Code of Practice for Physical Education, Games, Sports and Outdoor Education.

## 2. Aim of the Policy

Jewellery and other adornments (see Definitions in Section 3) if worn during sporting activities, physical education, swimming or similar activities present a *significant* hazard not only to the wearer but also to other children.

Medical advice and safety research confirms that any jewellery or other adornments worn during physical education lessons is an unnecessary and preventable risk. Serious accidents have occurred in schools in the UK as a result of contact between primary-age pupils or sports' equipment whilst wearing earrings or other jewellery, causing a tear to the ear-lobe; or damage to the part of the body the jewellery is worn requiring medical attention, including surgery.

TEACH Trust aims to meet its duty-of-care to pupils and will do everything that is reasonably practical to avoid such an injury being sustained by one of our pupils.

In addition to the safety of pupils, TEACH Trust also have a legal and statutory responsibility to meet Department of Education standards and timescales in teaching and learning, to deliver PE and swimming in the Curriculum and such activities are even more vital, given the national Government statistics regarding the increasing levels of obesity in children.

## 3. Definitions of jewellery and other adornments (some of which might be worn by children for religious or cultural reasons) that must NOT be worn during sports, swimming, physical education and some types of outdoor education.

- Earrings including stud earrings (metal or plastic)
- Smart watches / watches/ fitbits or similar
- Friendship bands

*The list in Section 3 is not an exhaustive list because new types of studs and body adornments are becoming available all the time; so we refer to any jewellery or adornment that the responsible Teacher considers may present a risk of harm to the child or other pupils during Physical Education (see section 4 for definitions of 'PE').*

#### **4. What do we mean by PE in the context of wearing jewellery?**

- Physical education
- Climbing on, over and using sports apparatus
- Contact sports
- Swimming lessons
- Sporting activities in the PE Curriculum
- One-off sporting events e.g. Sports Day
- Some outdoor education and Learning outside the Classroom
  - *any decisions will be taken by the lead teachers organising the outdoor education visits. Lead teachers, organising the outdoor education visits will make decisions if they consider the jewellery presents a risk of harm to the child or other pupils and will inform parents, guardians and carers of this Policy in advance of the visit or trip.*

#### **5 Legislation**

Despite many piercing salons imposing their own age restrictions, there is no legal age restriction for any kind of piercing in England and Wales, with parental permission unlike Scotland, where the minimum age is 16 years.

#### **6 How can parents/guardians and carers actively support TEACH with this Policy?**

- If you plan to take your child for a piercing, please do so at the start of summer holidays, so the piercing has 6 weeks to heal. During the healing period, the skin and tissue around the piercing is an open wound and therefore more susceptible to infection, caused by touching the area with dirty fingers; the child's own perspiration and bodily bacteria.
- Please avoid giving permission for your child to have piercings whilst in Primary education due to the problems they have removing earrings etc. Sports PE and swimming are not only an essential part of the National Curriculum but they are also vital for your child's health and wellbeing now and into the future.
- Please remove any jewellery in the morning before a child comes to school when sports, PE and swimming are on the timetable;
- Ensure that your child can remove their own jewellery and keep it safe (TEACH Trust will not take responsibility for looking after jewellery and cannot be held responsible for lost jewellery);
- Understand why the school operates this policy and support us in our aims;

- Understand why staff are not allowed to remove any item of jewellery for a child; nor can a pupil ask another pupil to help them and before Outdoor Education visits, if advised in writing to do so by the organising Teachers;
- Know that pupils will be excluded from any potentially hazardous activity e.g. games, swimming, contact sports etc. unless their jewellery is removed;
- Know that being 'excluded' from the activity does not mean the pupil is excluded from all physical education; therefore, pupils who cannot remove their own jewellery will be required to participate in an alternative, safe PE activity or a related learning activity;
- Be aware that taping the jewellery is not sufficient in terms of a child's safety;

## 7 Relevant School Policies and external standards and guidance

|   |
|---|
| Department for Education guidance   |
| TEACH Trust Health and Safety Policy  |
| TEACH Trust Uniform Policy  |
| The Association for Physical Education's Safe Practice in Physical Education, School Sport and Physical Activity guidance (relevant points covered in Appendix A) |

## Equality Impact Assessment

| Question  | Response                      |             |
|---|-------------------------------|-------------|
| Which relevant groups and stakeholders have been consulted with in relation to this policy? |                               | Please tick |
|   | Pupils                        | ✓           |
|   | Trustees                      |             |
|   | Staff                         | ✓           |
|   | Parents/Carers                | ✓           |
|   | Local Authority               | ✓           |
|   | Trade Unions                  |             |
|   | Other Advisors (give details) |             |
| What are the arrangements for monitoring and reviewing the actual impact of the policy?     | Termly                        |             |
|   | Annually                      |             |
|   | When applied                  |             |
|   | If legislation changes        | ✓           |
|   | If a formal complaint         | ✓           |

| Characteristic Group | Is there a potential for positive or negative impact? | Please explain and give examples of any evidence/data used | Action to address potential positive/negative impact (e.g. adjustment to the policy) |
|----------------------|---|--|--|
| Disability           |   |  |  |

|   |   |                              |   |
|---|---|------------------------------|---|
| <b>Gender reassignment</b>                                    |   |                              |   |
| <b>Marriage or civil partnership</b>                          |   |                              |   |
| <b>Pregnancy and maternity</b>                                |   |                              |   |
| <b>Race</b>   |   |                              |   |
| <b>Religion or belief</b>                                     | ✓ | Gender of pupils and beliefs | Liaise with parent/carer & external agency for solution |
| <b>Sexual orientation</b>                                     |   |                              |   |
| <b>Sex (gender)</b>   | ✓ | Gender of pupils and beliefs | Liaise with parent/carer & external agency for solution |
| <b>Age</b>  |   |                              |   |
| <b>SEN</b>  |   |                              |   |
| <b>Vulnerable</b>   |   |                              |   |
| <b>Traveller, migrant, refugees and people seeking asylum</b> |   |                              |   |
| <b>EAL</b>  |   |                              |   |

Policy Date: May 2025

Review Date: May 2026

## Appendix A

### The Association for Physical Education's Safe Practice in Physical Education and Sport guidance

association for  
**Physical  
Education**

# Safe Practice:

in Physical Education, School  
Sport and Physical Activity

Published in partnership with:

**UK  
COACHING**

**TEACH Trust follows the guidance within this document:**

2.14.5 Disclaimers from parents alleging the removal of responsibility from teachers in the event of an injury occurring while their child takes part in PESSPA while wearing jewellery, personal effects, or non-policy clothing or footwear should be declined.

2.14.6 Such indemnities have no legal status, and the duty of care remains firmly with the school on such matters. As the student may make a claim for compensation in relation to any injury suffered when they become an adult, this nullifies any agreement made in good faith. 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.

2.14.7 Schools have a duty of care to ensure students are able to participate actively without unnecessarily endangering themselves or those working around them.

2.14.8 A clear and consistently applied policy for the removal of personal effects should be in place. The Association for Physical Education (afPE) strongly recommends the practice of removing all personal effects at the commencement of every lesson to establish a safe working environment. This applies to all ear and body piercings, including retainer and expander earrings.