



## **School Uniform Policy**

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## 1. Aims

This policy aims to:

- Set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
- Clarify our expectations for school uniform

## 2. Our school's legal duties under the Equality Act 2010

The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing uniform items based on sex, to give all learners the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender
- Make sure that our uniform costs the same for all learners
- Allow all learners to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all learners to style their hair in the way that is appropriate for school yet makes them feel most comfortable (being understanding of the sensory needs of our learners).
- Allow learners to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment.
- Allow learners to wear headscarves and/or other religious garments.
- Allow learners with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs.
- Allow for adaptations to our policy on the grounds of equality by asking learners or their parents to get in touch with Headteacher, Jamie Peacock, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

### 3. Limiting the cost of school uniform

Our school has a duty to make sure that the uniform we require is affordable, in line with statutory [guidance](#) from the Department for Education on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have to have a school logo or a unique fabric/colour/design) cannot be purchased from a wide range of retailers and that requiring many such items limits parents' ability to 'shop around' for a low price.

We will make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents/carers

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible for example, by only asking that the blazer, worn over the jumper, features the school logo. (The school blazer and jumper are **not** compulsory uniform items).
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties. (We ask that alternative items are plain black or navy blue).
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- Avoiding specific requirements for items learners could wear on non-school days, such as coats, bags and shoes
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consulting with parents and learners on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

## **4. Expectations for school uniform**

### **4.1 Our school's uniform (no branded items are compulsory)**

#### **Lower School**

Navy, black or grey skirt or trousers

White polo shirt

Jade cardigan or sweatshirt (with logo)

Black, brown or navy sensible shoes

Navy, black, grey or white socks/tights

#### **Middle and Upper School**

Navy, black or grey skirt or trousers

White shirt with a school tie and blazer with school logo

Black, brown or navy sensible shoes

Navy, black, grey or white socks/tights

#### **PE Kit**

House colour polo shirt

Black or navy shorts and/or track suit

White socks

Trainers/plimsolls/daps

Swimming trunks/costume

A towel and a change of socks are needed for every PE/swimming session.

Students are not expected to shower after PE and games lessons.

#### **Jewellery**

Students are not encouraged to wear jewellery for reasons of Health and Safety.

Each student may wear:

One pair of stud earrings

A watch

Any item relating to a student's religion, e.g. cross and chain

Also, for Health and Safety reasons, the above items may need to be removed in particular lessons, such as PE and Food Technology, when they may be given to a teacher for safekeeping.

## **4.2 Where to purchase it**

- Concept wear [www.conceptwear.co.uk](http://www.conceptwear.co.uk)
- Local supermarkets - Tesco, Asda, Morrisons

Second hand uniform can be purchased/ collected from:

- Hope Uniform Exchange
- Westhaven family support advisers
- W6 uniform sale

## **5. Expectations for our school community**

### **5.1 Learners**

learners are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

- On the school premises
- Travelling to and from school
- At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)

Learners are also expected to contact Mr Jamie Peacock, Headteacher via the school reception if they want to request an amendment to the uniform policy in relation to their protected characteristics.

### **5.2 Parents and carers**

Parents and carers are expected to make sure their child has the correct uniform and PE kit, and that every item is:

- Clean
- Clearly labelled with the child's name
- In good condition

Parents are also expected to contact Mr Jamie Peacock, Headteacher via the school reception if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform
- Parents are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.
- Disputes about the cost of the school uniform will be:
  - Resolved locally
  - Dealt with in accordance with our school's complaints policy

The school will work closely with parents to arrive at a mutually acceptable outcome.

### **5.3 Staff**

Staff will closely monitor learners to make sure they are in the correct uniform. They will give any learners and families breaching the uniform policy the opportunity to comply, but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by following the school behaviour policy and handout. In cases where it is suspected that financial hardship has resulted in a learner not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

### **5.4 Governors**

The governing board will review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the school
- Takes into account the views of parents and learners
- Offers a uniform that is appropriate, practical and safe for all learners

The board will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money, for example by avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

## **6. Monitoring arrangements**

This policy will be reviewed every 2 years by Mr Jamie Peacock, Headteacher. At every review, it will be approved by the full governing board.

## 7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy
- SEN Policy

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### History of Document

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