



LOCATION: SCHOOL HANDBOOK, SECTION I, DOCUMENT 47

SCHOOL UNIFORM POLICY

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Reviewed By: Vicky Aspin

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1. AIMS

This policy aims to:

- Set out our approach to requiring a uniform
- 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 pupils 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 pupils
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the school to answer questions about the policy and respond to any requests.

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 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
- Limiting items with distinctive characteristics to low-cost or long-lasting items
- Considering cheaper alternatives to school-branded items
- Keeping the number of optional branded items to a minimum
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- 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 pupils 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 uniform consists of:

Main School

- Black shorts, trousers or skirts
- White t-shirts, polo shirts or cotton shirts
- Bottle green sweatshirt (with or without school logo)

Further Education

As above, but instead a navy-blue sweatshirt (with or without school logo)

PE/Sports Kit

- Shorts and t-shirt
- Gym shoes
- Swimming costume and towel

Jewellery should not be worn and earrings should be stud earrings only, which would need to be covered in PE sessions.

4.2 Our uniform can be purchased anywhere locally on the high street or online from our supplier, which will include the school logos (Price and Bucklands).

Second hand uniform is often available from the school. Please contact the school office for current availability. We often have second hand uniform available for purchase at parents' evenings.

5. EXPECTATIONS FOR OUR SCHOOL COMMUNITY

5.1 Pupils

Pupils 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)

Pupils are also expected to contact the school office 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 the school office 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 with parents to arrive at a mutually acceptable outcome.

5.3 Staff

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

In cases where it is suspected that financial hardship has resulted in a pupil 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 pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

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 re-tendering contracts at least every 5 years.

6. MONITORING ARRANGEMENTS

This policy will be reviewed every 2 years or sooner should the need arise.

7. LINKS TO OTHER POLICIES

This policy is linked to our:

- Behaviour and Anti-bullying Policy
- Single Equality Scheme
- Complaints Procedure Policy

K. Joy

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