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# SCHOOL UNIFORM POLICY

**DOCUMENT CONTROL**

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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 students 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 students
- › Allow all students to have long hair (though we reserve the right to ask for this to be tied back)
- › Allow all students to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- › Allow students to request changes to swimwear for religious reasons
- › Allow students to wear headscarves and other religious or cultural symbols
- › Allow for adaptations to our policy on the grounds of equality by asking students or their parents to get in touch with the Headteacher, who can 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 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 the financial impact of any items with distinctive characteristics where possible by inviting any parents who may require financial support with purchasing these items to contact the school so that we can review what financial support/concessions can be offered.
- › Limiting, where possible items with distinctive characteristics to low-cost or long-lasting items, such as branded ties.
- › 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 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, school provided bibs etc
- › 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 students 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

<b>Outdoor Coat</b>	Black ONLY. Suede, leather, denim, hooded tops, jackets with large logos and graffiti are NOT permitted. A high visibility garment will be provided for no cost upon request.
<b>Blazer</b>	Compulsory. Black with embroidered school badge.
<b>Jumper</b>	Optional. Grey with a purple stripe with embroidered school badge.
<b>Tie</b>	School design only.
<b>Shoes</b>	Black flat shoes – these should be cleaned regularly. Boots, casual shoes or training shoes are NOT permitted.
<b>Blouse</b>	Plain white, cotton or polyester not aertex or tee shirt type.
<b>Skirt</b>	Skirt or trousers permitted. Plain black pleated skirt with 2"/5cm width pleats, touching the knee

<b>Trousers</b>	Black (without a branded badge) straight legged trouser (not skinny fit or 'jean' type material). Trousers should be full length covering the ankles.
<b>Socks</b>	Grey or black socks for wearing under trousers. Plain black tights must be worn if wearing a skirt.
<b>Headscarves</b>	Headscarves may be worn but must be plain black.
<b>PE Kit</b>	Black sports top with purple piping and school logo. Black shorts must be worn. Black or purple knee length football type socks. Trainers suitable for indoor use and outdoor use with non-marking sole. School rugby shirt with logo and School sweatshirt with logo (optional).
<b>Jewellery</b>	A <u>no jewellery</u> rule operates for all pupils, apart from a watch (excluding smart watches of any form) and plain gold or silver earrings.

## 4.2 Where to purchase it

### Uniform is available to buy from:

Whittakers School Wear at Burnley Pendle Village Mill: <http://www.whittakersschoolwear.co.uk/Burnley>

Moonline Uniforms Ltd. 33, 37 Standish St, Burnley BB11 1AP <http://www.moonlineuniforms.com>

Other items of generic uniform can be bought on the high street/supermarket.

Please contact the school for information about second-hand uniform and current stock.

## 5. Expectations for our school community

### 5.1 Students

Students 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)

Students are also expected to contact their Head of Year 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 Headteacher 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 students to make sure they are in correct uniform. They will give any students and families breaching the uniform policy the opportunity to comply, but will follow up with the Head of Year if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the school behaviour policy.

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

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 5 years by the 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, Rewards & Exclusion policy
- › Equality policy
- › Anti-bullying policy
- › Complaints policy

