



Crowdys Hill School Uniform Policy

To be reviewed on changes to uniform and sent to all relevant persons

Approved by Governors on 1 May 2024

Signed: Chair of Governors

Headteacher

Review date: On changes to uniform

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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all pupils to style their hair in a way that is appropriate for school and makes them feel most comfortable

- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow pupils to wear religious garments based on their religious beliefs
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to contact the school leadership team, 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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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
- Considering cheaper alternatives to school-branded items, in discussion with school leaders
- Avoiding specific requirements for items pupils 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/classes
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers 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 school's uniform

In primary phases the tops are purple

In secondary phases the tops are dark blue

In Sixth Form there is no uniform but there is a dress code

Primary and secondary pupils, compulsory for all:

- Purple or dark blue polo shirt with logo
- Purple or dark blue sweatshirt with logo (optional)
- Purple or dark blue hoody with logo (optional)
- Black trousers, black tailored shorts to the knees, black plain (not branded) joggers. Not leggings or cycle shorts.
- Black shoes (flat only) or black trainers (not branded or bright streaks) Shoes must be safe for pupils to move around in
- No facial piercings; small earrings only in ears
- No jewellery that cannot be covered by the polo shirt. Watches are allowed.
- Comfortable hair styles only
- No headscarves, hats, headbands (unless for medical reasons)
- Baseball caps and sunhats can be worn out at break and lunchtimes when sunny. Sunglasses can be worn if child has triggering with bright lights- must be plastic not glass
- Coats can be worn outside. These must not have inappropriate slogans on them. Hoodies, other than the school hoody with logo, should not be worn inside the school buildings.
- Scarves and hats and gloves can be worn in cold weather, and must not be worn in the school building

For PE:

- Optional- house colour T shirt, with or without logo
- Compulsory- trainers or pumps, comfy shorts or joggers, loose T shirt or long sleeve top (not sweatshirts)

For swimming:

- Suitable swimming costume (no bikinis or skimpy swimwear)
- Towel

Sixth Form:

- Comfortable clothing that doesn't reveal intimate parts of the body
- No short skirts or shorts, crop tops, bikini tops, high heels or shoes that may make the person unsteady
- No slogans on clothing that may make others uncomfortable or insulted

4.2 Where to purchase it

- Uniforms can be ordered through the school office.
 - Pre-used uniforms, donated by parents, can be obtained by asking your child's tutor
 - If you have financial hard ships you can discuss obtaining free uniforms with Mrs Russell.

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 can request a change to uniform, under protected characteristics. If under 16 we will consult parents.

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 and in good condition

Parents/carers are also expected to contact their class tutor, or a member of the leadership team, if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform, or replacing damaged uniform

Parents/carers 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/carers to arrive at a mutually acceptable outcome.

5.3 Staff

Staff will closely monitor pupils to make sure they are in correct uniform.

In the first instance, they will contact the parent/carer.

They will give any pupils 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 the behaviour policy, and classed as non-compliance.

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/carers 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 avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

6. Monitoring arrangements

This policy will be reviewed when there are changes made to the uniform requirements

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Complaints policy