



Uniform Policy

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Statement of Intent

This policy has been created with health and safety, value for money, and practicality at its heart. It has been designed to ensure pupils wear clothing conducive to a successful learning environment. It is important that our pupils feel a sense of belonging and community through a smart and practical uniform.

The **Arthur Terry Learning Partnership (ATLP)** believes a uniform allows all pupils, regardless of background, to feel equal to their peers and confident in their appearance. It is also important for activities to be facilitated by specialised and appropriate clothing such as sports specific attire.

The ATLP is committed to ensuring equality and value for money, and that no pupil is discriminated against due to their religion or belief, economic circumstances or social and cultural background – this policy contains provisions to meet these objectives.

1. Legislative Framework

1.1 This policy has due regard to statutory legislation and national guidance, including, but not limited to the following:

- The Education and Inspections Act 2006
- The Education Act 2011
- The Human Rights Act 1998
- The Equality Act 2010
- DfE (2014) 'School Admissions Code'
- DfE (2013) 'School uniform'

2. Cost and Availability

- 2.1. Under the School Admissions Code 2014, the school must ensure that “policies around school uniform or school trips do not discourage parents from applying for a place for their child”¹.
- 2.2. **The ATLP** is committed to fulfilling the DfE’s recommendations on costs and value for money. Every care has been taken to ensure that the uniforms at schools within the Partnership are affordable for all current and potential pupils, and that the best value for money is secured through reputable suppliers.
- 2.3. **The ATLP** works with multiple suppliers to obtain the best value for money.
- 2.4. Individual schools do not amend uniform requirements regularly and takes into account the views of parents and pupils when considering changes to school uniforms.
- 2.5. Where wholesale changes are required, the school ensures that assistance is provided to parents struggling to meet the associated costs.

3. Religious Clothing

- 3.1. Some religions and beliefs require their members to conform to a specific dress code. **The ATLP** does not discriminate against any religion or belief; however, the school must weigh the needs and rights of individual pupils against the cohesion and health and safety concerns of the entire school community. The school endeavours to allow most religious requirements to be met.
- 3.2. Parents’ concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the **headteacher** and always in accordance with the **ATLP Complaints Procedures Policy**.

¹ DfE (2014) 'School Admissions Code', para 1.8

4. Equality

- 4.1. Schools are required to ensure that the Uniform Policy does not discriminate unlawfully.
- 4.2. Every step has been taken by **The ATLP** to ensure that the cost of girls' and boys' uniforms are not disproportionate.
- 4.3. Pupils identifying as a member of the opposite sex are able to adapt uniform regulations in consultation with the school.

5. Complaints and challenges

- 5.1. Each school will endeavour to resolve all uniform complaints and challenges locally and informally, in accordance with the **ATLP's Complaints Procedures Policy**.
- 5.2. When a complaint is received, the school will work with parents to arrive at a mutually acceptable outcome.
- 5.3. The **ATLP** is willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

6. Non-compliance

- 6.1. Teachers are permitted to discipline pupils for breaching the Uniform Policy, in accordance with the school's **Behaviour Policy**.
- 6.2. The **headteacher**, or a person authorised by the **headteacher**, is permitted to ask a pupil to briefly go home to remedy breaches of the school's Uniform Policy.
- 6.3. When deciding whether to allow a pupil to return home, the school takes into account the pupil's age and vulnerability, the length of time it will take, and the availability of the pupil's parents.
- 6.4. Where a pupil has been sent home to rectify uniform breaches, the absence will be recorded as 'authorised'.
- 6.5. If a pupil repeatedly breaches uniform rules or takes longer than necessary to rectify the absence, the absence will be counted as 'unauthorised'.
- 6.6. Parents are notified in all cases.

7. School Uniform

- 7.1 All **ATLP** school's uniform and PE kit requirements are detailed on the individual school web site
- 7.2 Parents are responsible for ensuring their child brings their PE kit to school when needed.

8. Footwear

- 8.1. Black shoes or plain black trainers should be worn. Pupils are not permitted to wear boots. If a pupil needs to wear wellington boots or warm boots to travel to school in comfort, they must have their normal school shoes with them to change into.
- 8.2. Block heels of no more than **3cm** may be worn.

9. Jewellery

- 9.1. **One** pair of stud earrings – no other piercings are acceptable.
- 9.2. Pupils are not permitted to wear any other jewellery in the school grounds, due to health and safety risks.

10. Hairstyles

- 10.1. **The ATLP** reserves the right to make a judgement on the suitability or unsuitability of pupils' hair and appearance.
- 10.2. Extreme hairstyles, such as mohawks and patterned or brightly coloured hair, are **unacceptable**.
- 10.3. Pupils with extreme hairstyles, such as cornrows, may be exempt from the rule above on racial or religious grounds, taking into consideration each individual circumstance.
- 10.4. Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk.
- 10.5. Bandana style headbands and flowers/bows or excessive hair accessories are not to be worn; however, plain hair clips or bands are acceptable.

11. Make-up

- 11.1. **The ATLP** considers only as natural a make-up as possible as appropriate and pupils are not permitted to wear any such products beyond this; however, there may be exceptions in extreme circumstances, at the **headteacher's** discretion (i.e. a pupil may be permitted to cover heavy scarring/skin damage).

12. Hot weather

- 12.1. Everyone working at/attending the school during daylight hours will be required to wear sun-safe clothing which covers as much of their skin as possible. This includes wearing:
 - Loose fitting shirts and dresses with sleeves and collars or covered necklines.
 - Longer style skirts, shorts or trousers.
 - Tops that cover the shoulder area.

- 12.2. During hot weather, lightweight clothing will be required in order to reduce the risk of overheating. Pupils will be advised not to wear their jumpers or blazers during heatwaves.
- 12.3. Children not wearing sun-safe clothing will be required to play in an area protected from the sun, or spare clothing will be provided.
- 12.4. It is advised that pupils wear UV protected sunglasses.

13. Labelling

- 13.1. All clothing and footwear should be clearly labelled with the pupil's name.

14. Policy review

This policy is reviewed every **two years** by the **ATLP Operations and Estates Team**.