

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 students wear clothing conducive to a successful learning environment. It is important that our students feel a sense of belonging and community through a smart and practical uniform.

The **Arthur Terry Learning Partnership (ATLP)** believes a uniform allows all students, 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 student is discriminated against due to their religion or belief, economic circumstances or social and cultural background – this policy contains provisions to meet these objectives.

Legislative Framework

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'
- DfE (2021) 'Cost of School Uniforms'
- DfE (2021) 'School uniforms'

Cost and Availability

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. Statutory guidance issued in November 2021 emphasized that “schools need to ensure their uniform is affordable”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 students, and that the best value for money is secured through reputable suppliers.

The ATLP works with multiple suppliers to obtain the best value for money, considering the quality and durability of garments.

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

² DfE (2021) 'Cost of school uniforms', Main Points para 1

Individual schools do not amend uniform requirements regularly, and take into account the views of parents and students when considering changes to school uniforms.

Where wholesale changes are required, the school ensures that assistance is provided to parents struggling to meet the associated costs.

As per statutory guidance, ATLP schools maintain their own individual arrangements for the provision of second-hand uniforms available for parents to acquire. Please refer to each school's website for details of these arrangements.

Religious Clothing

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 students against the cohesion and good order of the school along with genuine health and safety and/or security concerns. ATLP schools endeavour to be as inclusive as possible in accommodating these needs. In order to allow most religious requirements to be met where they do not compromise important school policies such as school safety or discipline.

Parents' concerns and requests regarding religious clothing are addressed on a case-by-case basis by the headteacher and should be lodged as a concern in accordance with the ATLP Complaints Procedures Policy.

Equality

Schools are required to ensure that the Uniform Policy does not discriminate unlawfully. Every step has been taken by The ATLP to ensure that the cost of girls' and boys' uniforms are not disproportionate.

The ATLP seeks to avoid discriminating against those who share protected characteristics and will consider individual variations to uniform where reasonable. For example, students identifying as a member of the opposite sex are able to adapt uniform regulations in consultation with the school, reasonable adjustments to uniform may be made as appropriate to students with a disability.

Requests for adjustments to uniform shall be addressed on a case-by-case basis by the headteacher and should be lodged as a concern in accordance with the ATLP Complaints Procedures Policy.

Complaints and challenges

Each school will endeavour to resolve all uniform complaints and challenges locally and informally, in accordance with the ATLP's Complaints Procedures Policy.

When a concern or complaint is received, the school will work with parents to arrive at a mutually acceptable outcome.

The ATLP is willing to consider reasonable requests for adjustments to allow a student to accommodate particular social and cultural circumstances.

Non-compliance

Teachers are permitted to student address non-compliance with the ATLP Uniform Policy in a proportionate and fair way, and in accordance with the school's Behaviour Policy.

The headteacher, or a person authorised by the headteacher, is permitted to ask a student to briefly go home to remedy breaches of the school's Uniform Policy.

When deciding whether to allow a student to return home, the school takes into account the student's age and vulnerability, the length of time it will take, and the availability of the student's parents. Where a student has been sent home to rectify uniform breaches, the absence will be recorded as 'authorised'.

If a student repeatedly breaches uniform rules or takes longer than necessary to rectify the absence, the absence will be counted as 'unauthorised'.

Parents are notified in all cases.

School Uniform

All ATLP school's uniform and PE kit requirements are detailed on the individual school's website. Parents are responsible for ensuring their child brings their PE kit to school when needed.

Footwear

Black shoes or plain black trainers should be worn.
Block heels of no more than 3cm may be worn.

Jewellery

One pair of stud earrings – no other piercings are acceptable.

Students are not permitted to wear any other jewellery in the school grounds, due to health and safety risks.

Hairstyles

The ATLP reserves the right to make a judgement on the suitability or unsuitability of students' hair and appearance.

Unconventional hairstyles, such as mohawks and patterned or brightly coloured hair, are unacceptable. Students with unconventional hairstyles may be exempt from the rule above on racial or religious grounds, taking into consideration each individual circumstance.

Students with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk.

Bandana style headbands and flowers/bows or excessive hair accessories are not to be worn; however, plain hair clips or bands are acceptable.

Make-up

The ATLP considers only as natural a make-up as possible as appropriate and students 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 student may be permitted to cover heavy scarring/skin damage).

Hot weather

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.

During hot weather, lightweight clothing will be required in order to reduce the risk of overheating.

Students will be advised not to wear their jumpers or blazers during heatwaves.

Children not wearing sun-safe clothing will be required to play in an area protected from the sun, or spare clothing will be provided.

It is advised that students wear UV protected sunglasses.

During extreme weather conditions, the individual school may allow uniform exceptions to be made. These instances will be communicated to parents in advance.

Labelling

All clothing and footwear should be clearly labelled with the student's name.

Policy review

This policy is reviewed every two years by the ATLP Trust Board or upon legislative change.