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SCHOOL UNIFORM POLICY

DOCUMENT CONTROL

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Contents

1. Aims	3
2. Our school's legal duties under the Equality Act 2010	3
3. Limiting the cost of school uniform	3
4. Expectations for school uniform	4
5. Expectations for our school community	5
6. Monitoring arrangements	6
7. Links to other policies	6

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 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 all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- 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 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 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

Outdoor Coat	Navy blue or black ONLY. Casual hooded jackets or jumpers, suede, leather, denim, jackets with large logos and graffiti are NOT permitted. High visibility garments will be provided for no cost upon request from the Head of Year.
Hats & Gloves	In cold weather pupils may wear black/navy blue winter hats and gloves. Baseball caps are not permitted.
Blazer	Compulsory. Navy blue with embroidered school badge. A coloured badge will be provided by the school to identify the year group.
Jumper	Compulsory. Navy blue with embroidered school badge.
Tie	School design only. (clip on tie)
Shoes	Smart black flat formal shoes – these should be cleaned regularly. Boots, casual shoes or training shoes are NOT permitted. Please see the photographs on the website for clarification.
Shirt / Blouse	Compulsory. Plain white, cotton or polyester - not aertex or tee shirt type.

Skirt	Navy blue pleated with embroidered badge worn at knee length. Pupils are not permitted to wear leggings/trousers underneath the skirt.
Trousers	Navy blue (without a branded badge) straight legged trouser (not skinny fit or 'jean' type material and not black). Trousers should be full length covering the ankles.
Socks / Tights	White or navy-blue knee length socks OR navy-blue tights.
Headscarf	Headscarves must be the approved design (Health & Safety reasons) purchased from the school shop.
Shoes	Black smart flat school shoes only. The shoes must cover the whole foot. The following shoes are NOT permitted: dolly shoes, heels, ankle boots, casual shoes/pumps, sport branded shoes e.g. Nike, Reebok, Kickers, Adidas. Please see the pictures on the school website for further guidance on appropriate footwear.
PE Kit	Pupils are required to wear the full Pleckgate branded PE Kit. Pupils must wear their school blazer over their PE Kit. Blue sports top with white piping, red flanks and school logo. Navy blue shorts or navy-blue tracksuit bottoms with embroidered school badge. Navy blue socks. White or dark coloured trainers (fluorescent colours are not permitted). Please note; Pupils are not permitted to wear t-shirts or tops underneath the PE kit. Pupils are not permitted to wear leggings underneath shorts. They must wear shorts OR tracksuit bottoms. Pupils may wear a navy blue baselayer underneath the long sleeved PE top ONLY and it should not be visible.
Jewellery	A <u>no jewellery</u> rule operates for all pupils, including earrings and nose studs. Pupils are allowed to wear wrist watches. However, they should be removed for practical lessons when necessary or any lesson where they may pose a danger. Individual subject teachers will make the decision. No facial or body piercing is permitted for Health & Safety reasons.
Makeup and hair.	Pupils are not permitted to wear any makeup. Hair which is longer than shoulder length must be tied up. Lines in hair or extreme hairstyles are NOT permitted.

**Please be aware that personal belongings are brought into school at their own risk. The school does not take responsibility for damage or loss to any items, including those that are confiscated due to a breach of the school uniform or behavior policy.*

4.2 Where to purchase it

Uniform is available to buy from:

- Grays, 68 Northgate, Blackburn Tel: 01254 51425
- Whittakers, 20-26 Church Street, Blackburn Tel: 01254 676047
- The School Uniform Company, Unit 1, River Street, Blackburn Tel: 01254 658787

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

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 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 pupils to make sure they are in the correct uniform. They will give any pupils 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 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 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