



Sir James Smith's Community School
Aspiration Ambition Achievement

UNIFORM POLICY

MAY 2018

Uniform Policy – May 2018

Uniform Policy

Background

1. School uniform plays a valuable role in contributing to the ethos of a school and setting an appropriate tone. Most schools in England have a school uniform or dress code, and other rules on appearance. The school strongly encourages uniform as it can instill pride; support positive behaviour and discipline; encourage identity with, and support for, school ethos; ensure pupils of all races and backgrounds feel welcome; protect children from social pressures to dress in a particular way; and nurture cohesion and promote good relations between different groups of pupils. Above all, we also believe that school uniform supports effective teaching and learning.
2. There is no legislation that deals specifically with school uniform or other aspects of appearance such as hair colour and style, and the wearing of jewellery and make-up. It is for the governing body of a school to decide whether there should be a school uniform and other rules relating to appearance, and if so what they should be. This flows from the duties placed upon the governing body by statute to conduct the school and to ensure that school policies promote good behaviour and discipline amongst the pupil body. The current expectation regarding uniform and dress can be seen in appendix A
3. It is also for the governing body to decide how the uniform should be sourced. The governing body should be able to demonstrate to parents how best value has been achieved and keep the cost of supplying the uniform under review.
4. We should ensure that our school uniform policy is fair and reasonable. It should ensure that the uniform chosen is affordable and does not act as a barrier to parents when choosing a school. A school must have regard to its obligations under the Human Rights Act 1998 and anti-discrimination legislation. The school will accept the right of the transgender student to choose their uniform from the school's uniform requirements.
5. The school has decided that the needs of individual groups are outweighed by factors such as:
 - health and safety: the school has a right to expect that long hair can be safely tied back for work in the science laboratory, or technology workshops. Similarly, the school has made the decision to ban pupils from wearing jewellery where it considers that this poses a risk of injury, or where it considers that wearing jewellery to school might place a pupil at increased risk of bullying and harassment
 - security: the school needs to be able to identify individual pupils in order to maintain good order and identify intruders easily; consequently the wearing of uniform is an aid to security as is not wearing hoodies around the school site.
 - teaching and learning: if a pupil's face is obscured for any reason, the teacher may not be able to judge their engagement with learning, and to secure their participation in discussions and practical activities
 - protecting young people from external pressure to wear clothing they would not otherwise choose to adopt, protecting them from harassment, and from having to adopt dress codes associated with extreme or anti-social elements in the wider community, including styles and colours of clothing associated with gangs
 - promoting a strong, cohesive, school identity that supports high standards and a sense of identity among pupils: if some children look very different to their peers, this can inhibit integration, equality and cohesion
 - the need to promote harmony between different groups represented in the school

Uniform Policy – May 2018

- respectful dress – students should be wearing clothing appropriate to a school setting; this means no very short skirts and trousers that do not deliberately expose underwear

6.0 The school will describe its uniform/appearance policy clearly and publicise for example on the school website, in school rules, and in any admissions or general school prospectus. Rules on wearing school uniform may be included in the home school agreement. Pupils and parents/carers should receive information that makes them aware of school expectations – both what is acceptable and what is unacceptable -- before they are required to express a preference for a school.

7.0 The school understands that whilst the uniform applies to all students there may be good reason for individual variation. To this end the school:

- considers carefully, once the uniform/appearance policy has been agreed, any request that is made to vary the policy to meet the needs of any individual pupil to accommodate their religion or belief
- considers carefully, once the uniform/appearance policy has been agreed, any request that is made to vary the policy to meet the needs of an individual pupil because of temporary or permanent medical conditions. For example, pupils with some skin conditions may be unable to wear specific fabrics, and pupils with foot or leg injuries may be unable to wear school shoes. Further information is included in a training resource pack for schools and local authorities entitled *Implementing the Disability Discrimination Act in schools and Early Years settings*.
- cross references the school uniform/appearance policy against other relevant school policies, such as the behaviour policy.

8. The School Admissions Code places a statutory duty on all governing bodies to ensure that their policies and practices do not disadvantage any children. Schemes for remission of cost should cover children eligible for free school meals, and children whose parents are entitled to the maximum level of working tax credit. Schemes should be administered discreetly so that no parent is embarrassed to ask for help. These schemes should be widely publicised and clearly explained in admissions, or other literature provided by the school

Physical education

9. School uniform includes clothing required for physical education (PE). There is some evidence to suggest that participation and enjoyment of sport is enhanced where pupils feel comfortable about their PE clothing, particularly girls. Sir Jim's took this into account when choosing a PE uniform which is practical, comfortable and appropriate to the activity involved.

Non-compliance with a school's uniform/appearance policy, and school rules

10. The headteacher can discipline a pupil for breach of uniform/appearance policy. However, exclusion is not deemed to be an appropriate response to breaches of school uniform/appearance policy, except where they are persistent and defiant. Where a pupil repeatedly refuses to comply with school uniform policy even if they do not otherwise display poor behaviour, exclusion could be an appropriate response, depending on the circumstances of the case.

11. The headteacher or a person authorised by the headteacher may ask a pupil to go home briefly to remedy a breach of the school's rules on appearance or uniform. This should be for no longer than is necessary to remedy the breach. This is not an exclusion, but an authorised absence. However, if the pupil continues to breach uniform rules in such a way as to be sent home to avoid school, or takes longer than is strictly necessary to effect the change, the pupil's absence may be counted as unauthorised absence. A pupil must not be sent home indefinitely or for longer than is strictly necessary to remedy the breach as

Uniform Policy – May 2018

this could amount to an unofficial exclusion. In all such cases parents must be notified and the absence should be recorded. When making this decision, the child's age, vulnerability, how easily and quickly the breach can be remedied, and the availability of the parent, will need to be considered. If the pupil then repeatedly infringes the school's rules on uniform or appearance, this may constitute a disciplinary offence and may be grounds for exclusion.

12. Where a pupil is not adhering to school uniform policy, school staff will be considerate and discreetly try to establish why not. There may be good reasons why a pupil is not attending school in the correct uniform. For example, their uniform may have been lost, stolen or damaged. Sending the pupil home or excluding them may not be appropriate in every case. If a pupil is not wearing the correct uniform because their parents are in financial difficulties, the school will be sensitive to the needs of the pupil. A school should give parents time to purchase the required items and/or consider whether a school or local authority clothing grant can be supplied. A pupil should not be made to feel uncomfortable, nor discriminated against, because their parents are unable to provide them with the required items of school uniform.

.Human Rights issues

13. The Human Rights Act 1998 protects the right to 'manifest one's religion or beliefs'. The school recognises this may affect the wearing of uniform.

14. Various religions and beliefs require their adherents to conform to a particular dress code, or to otherwise outwardly manifest their belief. Some religions require adherents to wear or carry specific religious artefacts, others may hold a belief that they should not cut their hair, and a number of religions require their followers to dress modestly, for example, by wearing loose fitting clothing, or covering their head.

15. It may be possible for many religious requirements to be met within a school uniform policy and a school should act reasonably in accommodating religious requirements.

16. However, the freedom to manifest a religion or belief does not mean that an individual has the right to manifest their religion or belief at any time, in any place, or in any particular manner. The school uniform policy that has the effect of restricting the freedom of pupils to manifest their religion may still be lawful, so long as this interference with pupils' rights is justified on grounds specified in the Human Rights Act. These include health, safety and the protection of the rights and freedoms of others.

17. In fulfilling its obligations, a school may have to balance the rights of individual pupils against the best interests of the school community as a whole. Where a school has good reason for restricting an individual's freedoms, for example, to ensure the effective delivery of teaching and learning, the promotion of cohesion and good order in the school, the prevention of bullying, or genuine health and safety or security considerations, then the restriction of an individual's rights to manifest their religion or belief may be justified.

Equality and discrimination issues

18. In formulating a uniform/appearance policy, the school will need to consider its obligations not to discriminate unlawfully on the grounds of sex, race, disability, sexual orientation and religion or belief. A school should also bear in mind the concept of 'indirect' discrimination. This involves the application of a requirement, which, although applied equally to everyone, puts those of a particular gender, race, sexual orientation or religion or belief at a disadvantage because they cannot in practice comply with it. Such a requirement will need to be justified.

Uniform Policy – May 2018

19. An example of indirect discrimination could be where a school bans 'cornrow' hairstyles. As these are more likely to be adopted by specific racial groups, banning this type of hairstyle without justification could constitute indirect racial discrimination.

Race equality policy

20. The school should consider its uniform/appearance policy in the context of its race equality policy; its obligation to promote equality of opportunity between pupils of different racial groups; and the requirement to assess the impact of school policies on pupils drawn from different racial groups.

Practical considerations

21. Monitoring uniform. In the first instance the tutor is charged with monitoring uniform compliance and contacting home if a student is failing to dress as per expectations.

- Morning registration should be used to identify students failing to comply. In most cases there should be a letter of explanation from the parent. Where there is no reason for non-compliance the name of the student should be passed to the Behaviour Team.
- Persistent non-compliance should be referred to the Pastoral Support Team who will invite a parent/carer to a meeting to discuss the best way to resolve the matter

22. When dealing with uniform irregularities staff should always be aware that there may be genuine reasons why a student is unable to conform as per expectations (refer to point 12).

23. The Behaviour Team will hold replacement items of uniform for students to wear. These will be freshly laundered. Students 'borrowing' uniform will be expected to hand over an item e.g. mobile phone, to ensure the uniform is returned after use.

24. There are fashion trends which may manifest themselves in less than desirable dressing. A good example is the exposure of underwear by those wearing trousers well below the waist. This is clearly unacceptable and the wearer should be requested to wear their trousers properly.

25. Occasionally a student may come to school with brightly coloured hair. This is not a reason for internal exclusion. The tutor or Pastoral Support Team should contact the parent/carer and remind them of the school's expectations and in particular the 'unacceptable' list. The fact that many other students dye their hair un-natural colours does need to be taken into consideration – brightly coloured is a relative term open to interpretation.

26. In an effort to help parents advise their children on appropriate dress for school, appendix A sets down what is acceptable to wear and what is not. These detailed lists are sent out to parents at various points during the school year. The school expects parents /carers to support the dress code by insisting their child(ren) come to school in the appropriate uniform.

Appendix A: Uniform and dress code

If you would like this in a different format please contact the school

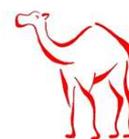
***Reviewed by – Jon Lawrence
Reviewed – May 2018
Ratified by Governors – May 2018
Next Review due – May 2020***

Uniform Policy – May 2018



Acceptable Uniform & Dress Code

Students are expected to arrive at school wearing the correct uniform

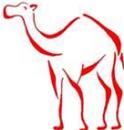


Uniform item	Acceptable	Unacceptable
Footwear	Plain black shoes Plain black boots under trousers White, black, grey socks	Trainers Coloured laces Brightly coloured socks High heels Any logo Any stripes or trim Flip flops/sandals
Trousers	Black trousers	Logos/brand names Skinnies Fashion trends Combats Jeans/trousers with studs Lyca leggings
Skirts	Black formal cut Sensible length	Short skirts
Shorts	Plain black tailored shorts with black shoes only	Logos/brand names
Belts	Plain black	Fashion belts, belts not attached to trousers
White Shirt & Tie	Plain white collared shirt (plain white vest/short sleeved t-shirt may be worn underneath) with school tie	Coloured/patterned vests or t-shirts underneath or on show
Jumper	Black V necked jumper with school logo	Sweatshirts or hoodies Cannot wear jumper for PE lessons
Cardigan	Black cardigan with school logo	Cardigans without school logo
Coats	Weather/waterproof outdoor coat any colour School track suit top	Hoodies and other sweatshirts are NOT suitable replacements for school jumper No denim jackets
Scarves		Wearing of scarves during lessons
Caps/hats/gloves		NOT to be worn inside school buildings

School staff value the support of parents/carers in upholding uniform standards. Parents/carers can help by:

- ensuring their child leaves home dressed for school as set down above;
- supporting school staff when they have to enforce school uniform expectations.

Uniform Policy – May 2018

Item	Acceptable	Unacceptable
	General Dress Code Schools are no different from many workplaces	
		
Jewellery	Earrings - one pair of small studs is acceptable Watch is recommended	Flesh tunnels and spacers Rings Bracelets Wristbands (including charity bands) Necklaces should not be visible
Make-up and nail varnish	Natural make-up Clear nail varnish	Excessive make-up and strong colours Bright nail varnish
Hair	Natural colours No extreme fashion	Strong colours and clearly unnatural colours
Facial and body piercings		NOT acceptable
Patterns 'painted' on to skin (henna)		Fake tattoos and patterns using henna or other similar products
<p>If problems with uniform persist parents/carers will be contacted by the school. The uniform and dress code is accepted by the vast majority of students and parents; it is a question of fairness and equity to ensure all students conform. When parents/carers choose to send their child(ren) to Sir Jim's they are also accepting of the uniform code.</p> <p>Sir Jim's has a uniform because:</p> <ul style="list-style-type: none"> • The vast majority of parents/carers and governors value uniform • Students tell us they feel smart • Uniform encourages a sense of belonging • Dressing for school is associated with positive work habits • Uniform helps reduce the lure of expensive branded clothes. <p>General advice:</p> <ul style="list-style-type: none"> • Clothing should be named using printed name tag or permanent marker • Lockers for hats, coats and scarves are available for all students • Students need a bag large enough to carry A4 files and books • PE kit is best kept in a separate bag. Should also be named and taken home the same day after use. <p>When students are not in full uniform, replacements may be provided for the day; these will be freshly laundered.</p> <p>Clear and obvious deliberate flouting of the uniform code will result in break times being spent in the inclusion room until a resolution is reached.</p>		