



HEBDEN GREEN COMMUNITY SCHOOL



Uniform Policy

Written by	Reviewed by	Ratified by	Ratified on	To be reviewed on	Status
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1. Aims

This policy aims to:

- Reassure parents and carers that requests concerning uniform acknowledge the needs of the pupils and put these needs first
- 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 that are informed by the specific and individualized needs of the pupils
- Develop an approach to uniform that enables pupils to be part of the school community but does not place expectations that do not acknowledge the complex needs of the children and young people that attend

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
- 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 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 headscarves and/or other religious garments
- Allow pupils with sensory, physical or medical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the appropriate department lead who can answer questions about the policy and respond to any requests. Unless there is a specific reason, these will be agreed upon

3. Limiting the cost of school uniform

We are aware of the complex needs and ages of our pupils and have therefore made our uniform as easy and adaptable as possible.

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 from a variety of retailers
- Provides the best value for money for parents/carers
- Does not need a logo to enable the easy and adaptable purchase

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics e.g. we do not require pupils to wear items with logos although these are available
- Ensuring families can purchase cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- 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 leveller
- Avoiding different uniform requirements for different year/class/house 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
- 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

Our School Uniform is:

- A pale blue polo t-shirt
- A dark blue sweater, cardigan, hooded sweater or fleece
- Dark grey or black trousers, shorts, skirts or leggings
- Optional – blue gingham dress in summer
- Shoes must be practical and comfortable
- Clothes for PE must be practical and comfortable
- For swimming pupils will be asked to bring a kit in. All swimwear must be practical and allow for a range of movement in the pool.
- Pupils in Post 16 are able to choose their own clothes to wear to school

4.2 Where to Purchase the school uniform

Add details including:

- All uniform can be purchased from any normal retailer
- As we know many of our pupils travel from lots of different places we have ensured we have second hand uniform within school that we work with families and staff to share. Families are also able to access second hand uniform from The Green Uniform Bank in Winsford.

5. Expectations for our school community

5.1 Pupils

Pupils are encouraged to wear uniform depending on need and age (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)

5.2 Parents and carers

Parents and carers are encouraged and supported to make sure their child has the correct uniform and PE/Swim kit (where necessary), and that every item is:

- Clean
- Clearly labelled with the child's name
- In good condition

Parents are also encouraged to contact the department lead or DSL if they want to request an amendment to the uniform policy in relation to:

- 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 clothes and uniform that enable them to access learning, personal care and activities that address their outcomes within the EHCP. They will give any pupils and families support to meet these needs and seek further assistance from the DSL and other teams, where necessary.

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

6. Monitoring arrangements

This policy will be reviewed every two years. At every review, it will be approved by the Chair of Governors or a nominated sub group

7. Links to other policies

This policy is linked to our:

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