



## Pendle Community High School & College Uniform Policy

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### 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 Andrea Harvey – SBM – 01282 682260, 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 any items with distinctive characteristics where possible
- 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 leveler
- Avoiding different uniform requirements for different year/class/house groups – whilst we do have optional colours at different Key Stages the colour of the school uniform is blue.
- 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 uniform**

- Only school sweatshirts, cardigans and hoodies are branded
- Black trousers or black knee length skirts can be purchased at any store
- White Polo shirts can be purchased anywhere and with the option to be branded or not
- Black or white socks should be worn
- Black headscarves are permitted
- Fully black shoes only (no trainers/ boots unless medically required)
- Leggings are **not allowed**

## **PE Kit**

- Fully black shoes only (no trainers/ boots unless medically required)
- The PE kit is generic, black shorts or jogging pants and white polo shirt – optional branding
- The old blue school sweatshirt. School have plenty of stock and will give this to students.
- A swimming kit is requested in year 7 for swimming lessons and any students who have a requirement for hydrotherapy. Any suitable costume is accepted and no branded ones are available to purchase

## **Hair, Makeup & Jewellery**

- Students are expected to wear hair in a neat and acceptable style.
- No stripes, tracks or lines, shaved heads or patterns in hair or eyebrows.
- Hair should not be dyed and should be a natural colour.
- The only jewellery permitted is a watch and one single pair of plain ear studs (not hoops, rings, flesh tunnels) worn in each ear bottom lobe, not in other areas of the ears.
- NO other jewellery is permitted.
- Coloured nail varnish and false nails are not allowed. No false, acrylic, gel or shellac nails. No false eyelashes.

## **4.2 Where to purchase it**

- Jean Junction shop there is one in Nelson and one in Colne both close to school, they are our specific retailer for sweatshirts and hoodies. Polo shirts and unbranded items can be bought anywhere.
- **This year only as we have recently changed our uniform, school will issue a voucher for the purchase of one branded sweatshirt, hoodie or cardigan.**

## **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

Pupils are also expected to contact Andrea Harvey – SBM – 01282 682260 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 Andrea Harvey – SBM – 01282 682260, 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 correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by our Senior Leadership Team.

In cases where it is suspected that financial hardship has resulted in a pupil 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 annually by Andrea Harvey – SBM – 01282 682260. At every review, it will be approved by the Governor’s Finance & Resource Committee.

## **7. Links to other policies**

This policy is linked to our:

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

<b>Policy approved by governors:</b>	July 2022
<b>Review Date:</b>	July 2023
<b>Signed:</b> T Ashton, Chair of Governors	
<b>Signed:</b> D Grogan, Head Teacher	