



# **Pendeen School**

## **Uniform and Appearance Policy**

**Dissemination:**

**Date policy approved by Governors:** 28/06/24

**Date policy becomes effective:** Immediately

**Review date:** (2 years from approval)

**Person responsible for Implementation and Monitoring:** Headteacher

**Links to other relevant policies:** Safeguarding Policy, Behaviour Policy

### **1. Introduction**

This policy has been put in place to ensure that the school's requirements for student uniform and appearance are aligned with the revised Department for Education Guidance (Statutory and Non-Statutory 2021). This policy complies with the Human Rights Act 1998 and Equality Act 2010 and takes into account key considerations such as safeguarding and health and safety.

Our Governing Body decides what the school rules are for student appearance (including uniform) and how the uniform should be sourced. We believe that our rules on Uniform and Appearance have a key role in promoting:

- The ethos of the school
- A sense of belonging, community and identity
- An appropriate tone for education

We believe that a consistent standard of appearance and uniform may act as a social leveller by creating a common sense of identity amongst students. It may reduce bullying and peer pressure to wear the latest fashion or other expensive clothes.

In reviewing and implementing this policy, Governors will take into account the views of parents and pupils when making any significant changes. Governors will also take into account:

- How the rules on uniform and appearance may affect groups represented in the school, especially those who share relevant protected characteristics (sex, religion or belief, race, disability, gender reassignment, pregnancy)
- How comfortable the uniform will be for students
- How practical the uniform is in classroom settings, including those where practical work is required
- That reasonable adaptations will be made for extreme weather (hot or cold)
- That the uniform is suitable for pupils who walk or cycle to school
- That a PE kit must be practical, comfortable, and appropriate to the activities and affordable
- That the cost of the uniform does not place an unreasonable financial burden on families and would not, for example, prevent a child from a low income family from attending the school
- Where reasonable and as far as possible, the environmental impact of the production and supply of uniform.

The school's expectations for uniform and appearance are therefore intended to be inclusive so that all pupils are able to wear the uniform and have the appropriate appearance.

## **2. Religion or Beliefs**

Some religions or beliefs require their adherents to conform to a particular dress code. This could include wearing or carrying specific religious artefacts, not cutting hair, dressing modestly, or covering their head. Pupils have a right to manifest a religion or belief, but not necessarily at all times, places or in a particular manner.

Where the school has good reason, it may lawfully need to restrict an individual's freedoms regarding uniform and/or appearance. This may include, for example, for the promotion of cohesion or good order, or genuine health and safety or security reasons.

The school will act reasonably in accommodating the needs of different cultures, races and religions, without compromising important school policies such as school discipline and safety.

## **3. Discrimination**

In developing and implementing this policy, the school has carefully considered its obligations not to discriminate unlawfully. For example, the school has lawfully designated different uniform requirements for boys and girls and has ensured that these are broadly equivalent in terms of financial cost.

This policy ensures that no particular group (including those with protected characteristics) is impacted unfairly as far as is reasonably possible. In some circumstances, e.g. for pupils with a disability, the school will make reasonable individual adjustments to the uniform policy.

#### **4. Affordability**

The cost of uniform should not prevent a family from applying for a place in our School nor prevent a child from attending. The use of branded items within the School Uniform Policy has been kept to a minimum.

Second hand uniform items are available on request from the School. The school will accept donations of second hand uniform providing these are clean and in excellent repair. Parents wishing to donate uniform should contact their child's teacher or year leader. The school recognises that second hand uniform extends the life of garments, reducing the environmental impact of uniform.

Uniform and rules on appearance will be reviewed bi-annually and frequent significant changes will be avoided as these may be expensive for families. Where significant changes are made, these will be phased in to allow pupils to continue to wear the old uniform for a reasonable period of time. This includes pupils in Year 5, 6, 10 and 11, for whom the purchase of new uniform items in the later stages of the academic year may not be cost effective for families.

The requirement to wear branded items of uniform has been kept to a minimum within our Uniform Policy.

The majority of unbranded uniform items e.g. socks, school shirts and trousers, can be purchased from a range of retailers giving parents choice and value for money.

All school uniform items should be available as machine washable.

#### **5. PE Kit**

No pupil should be unable to participate in school sporting activities because of the cost of PE kit. Therefore the use of branded items, and the range of different items of PE Kit in our Policy, will be kept as low as possible.

#### **6. Uniform Suppliers**

Governors will review the school's uniform suppliers at least every 5 years. In reviewing the suppliers, Governors will take into account the affordability of uniform as well as its quality and durability. The uniform supplier will be required to publish and operate their own complaint procedure in order to manage any parental concerns.

Governors will take into account the accessibility of the provider, ensuring parents can arrange convenient ordering, collection/ delivery of school uniform items. This includes the availability of an online uniform shop.

## **7. Clarity**

The school will ensure that its rules on uniform and appearance are clear and unambiguous and easily accessible to parents via the school website. This is to ensure that parents do not commit to buying costly uniform, or, for example, costly hair styles or piercings, which are not acceptable to the school. The school will ensure that any 'optional' items of uniform are clearly designated as such, and will minimise the use of 'optional' uniform items. The school will also ensure that branded items, or those which have to be purchased from a particular supplier, are clearly indicated. Parents with a query about Uniform or Appearance should contact the School to seek clarification of the rules prior to committing to purchase. The School will review the wording of the Uniform and Appearance rules in response to parental queries where it appears that the wording is unclear.

## **8. Student Non-Compliance**

All pupils are expected to comply with the school's rules on uniform and appearance. The school believes that all pupils should comply with these rules, and that non-compliance is unnecessarily disruptive to education. Students with incorrect uniform or appearance will be challenged by staff and expected to rectify their uniform/ appearance immediately (where possible e.g., by removing the jewellery or non-uniform item) or as soon as possible where the issue cannot be solved immediately. Where a breach of uniform or appearance cannot be resolved in school, the student may be sent home to change/ correct their appearance. Parents will be informed. In line with DfE guidance, this is not an exclusion and the students' absence will be unauthorised. Confrontational behaviour by students and refusal to follow staff instructions in response to staff requests to correct uniform or appearance is unacceptable and will be managed under the school Behaviour Policy. Students may be disciplined for breaching the school rules on appearance or uniform, in line with the school's Behaviour Policy.

Where financial hardship has resulted in a student not complying with the school's published rules on uniform or appearance, then the school will take a considerate approach to assist the student and family to resolve the situation.

Where the school has made individual adaptations to the rules on uniform or appearance in response to a child's individual needs e.g., a disability, then the school will ensure that all staff are aware. This includes, wherever possible, supply and temporary staff. This is to minimise the occasions on which a student is challenged about their uniform or appearance.

## **9. Concerns and complaints**

In line with the TPAT Complaint Procedure, parents with a concern about this policy, or the implementation of the Uniform Policy, should first contact the school and seek to resolve this concern informally. Where an acceptable resolution cannot be agreed, parents should follow the Complaint Procedure, available on the school website. Hard copies of the Complaint Policy are available on request from Reception.

## **Appendix 1: Pendeen School. Uniform and Appearance Policy**

*Insert individual school uniform/ appearance policy.*



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School**

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Pendeen School

**Uniform Policy**

Date formally accepted by governors: 28th June 2024

Date becomes effective: Immediately

Next review date: June 2026

Person responsible for implementation: Headteacher

### **School Uniform and Appearance Policy**

Our School Uniform is important to us. It is one way in which we identify ourselves as a school family and it promotes a strong, cohesive school identity which supports high standards and expectations in all areas of school life. It promotes harmony between different groups represented in the school, and it enhances security, assisting the school to identify individual pupils in order to maintain good order and spot intruders more easily.

Smartness and high standards of appearance are expected at all times.

At Pendeen School, we believe that a school uniform is important, because it:

- looks smart
- wears well
- contributes to a sense of belonging
- gives a common purpose
- fosters a feeling of pride
- reduces 'fashion competition' between children.

All children should wear the uniform and we encourage them to maintain an acceptable standard of clean and tidy dress in school. It reflects the local needs represented at Pendeen School.

### **Our School Uniform**

Winter uniform:

- black pinafore dress or skirt
- black trousers
- Plain black or grey tights
- Yellow polo shirt
- Burgundy sweatshirt / cardigan
- Black shoes

Summer uniform:

As winter or

- Burgundy checked dress
- Black shorts

Parents and carers are reminded that children often sit cross legged in school, therefore skirts should be chosen to ensure children can do this comfortably and without embarrassment. Children may wear cycling type shorts or leggings under a skirt or dress.

Pendeen School uniform is available to order from the school website.

All items of uniform clothing including coats and shoes, should be identified with the child's name.

### **Footwear**

Low-heeled black shoes suitable for active play. Plain black, grey or white socks or tights. Open-toed sandals should not be worn, even in the Summer Term. All items of footwear should be identified with the child's name.

### **Outdoor clothing**

We value outdoor education therefore children should bring a coat to school each day, apart from during the hotter weather.

### **P.E. and Games Kit**

Children need to have their P.E. kit in school every day. If they do not have the correct P.E. kit in school, they will not be able to participate in the lesson. A letter will be sent home to parents. Teachers will keep a log of children who are without the correct kit.

For health and safety reasons, it is essential that children are dressed appropriately for any physical activity. Appropriate footwear is essential: trainers or plimsolls should be worn, or bare feet for gymnastics only. Uniform may vary depending on the age of the children, the type of P.E. (i.e. Games, Dance, Gymnastics, Athletics) and where the lesson takes place, for example on the school field, in the playground or in the Hall. Footwear and clothing should reflect the level of activity: for example, Year 6 would need the full kit, whereas Reception Class children may just need plimsolls as the lessons are often shorter.

- Black shorts (plain)
- Plain black tracksuit trousers may be worn for outdoor P.E. during the winter (at the teacher's discretion)
- Plain white T-shirt
- Trainers, separate to those worn for school. If they are lace up trainers, children need to be able to tie them independently.
- All items of PE clothing should be identified with the child's name.
- Children who go swimming need a towel, swimming trunks or one piece costume, cap and brush or comb, carried in a waterproof bag.
- All swimming kit – including towel should be identified with the child's name.

### **Bags and belongings**

All children require a book bag for carrying their reading books and belongings. All bags/ reading folders should be identified with the child's name. These are available through our uniform supplier.

### **Fashion Items/Other**

For safety reasons, children are not permitted to wear jewellery in school. This includes earrings, however, if ears have been pierced, stud earrings may be worn, but should be removed for P.E. If a child needs to wear a piece of jewellery for medical or religious reasons, it should



be removed or covered up during physical activity.

Children come to school to learn. We believe that fashion items are best kept for home, and for reasons such as health, safety and inclusion fashion accessories such as make-up, nail polish, hair gel, jewellery other than stud earrings and watches, should not be worn. Appropriate hair accessories should be worn. Oversize hair accessories are deemed a fashion item. Appropriate 'legionnaire' style caps or sunhats should be worn outside during sunny weather.

Long hair on both girls and boys, should be tied back neatly. This is not only for reasons of smartness, and health and safety, but also to prevent the spread of headlice and so that where possible teachers can gain and maintain eye contact or see a child's mouth in order to check pronunciation.

### **Non-Compliance with the School Uniform Policy**

If a child is not wearing correct uniform, the class teacher/ Headteacher will inform a parent/carer to establish any reason for this and ensure it is remedied as soon as possible.

### **Lost Uniform**

Pendeen School cannot be responsible for lost uniform. For this reason it is critical that clothing is clearly labelled so it can be returned to the owner rather than becoming 'lost property'.

Any lost property will be stored in a container in school, children are welcome to check through this during the school day, and parents after school at the discretion of the office. Any lost property unclaimed by the end of each half term will be disposed of.