

West Park School



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 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
- 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 or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with our pastoral team, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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
- Does not have to be purchased from a specific supplier

We will do this by:

- Carefully consider whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- 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
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating badges or labels
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting parents/carers 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

CODE OF COMPULSORY SCHOOL DRESS - Colours of School Dress - Black and White

Years 7, 8 and 9
Black school trousers or tailored shorts These need to be smart, with a zip/button and not made of leggings material. School Skirt Black pleated school skirt. White short-sleeved polo shirt Black sweatshirt Black suitable <u>shoes</u> Suitable sized ruck sack style bag, no handbags allowed.

Year 10 and 11
Black school trousers or tailored shorts These need to be smart, with a zip/button and not made of leggings material. School Skirt Black pleated school skirt. Black or white short-sleeved polo shirt Black V-neck sweater or sweatshirt Black suitable <u>shoes</u> Suitable sized ruck sack style bag, no handbags allowed.
<u>Coats</u>
Plain coat (no gilets)
PE kit
Trainers Football boots (if required) White sports socks Black football socks Black shorts Black rugby shirt or black sweatshirt White round-neck T-shirt Shin pads Carrier bag/PE bag Band to tie hair back if necessary

We take a very strong line on the following:

1. Jewellery **MUST NOT** be worn on the grounds of health and safety.
2. One modest-sized stud per ear is acceptable. However, any other body piercing (nose studs, eyebrow bars/rings, facial and tongue studs) is **NOT** allowed on the grounds of health and safety. Ear studs must be removed for PE lessons. Taping of studs is not permitted.
3. **Excessive or badly** applied make-up or false eye lashes **MUST NOT** be worn.
4. Nail varnish, acrylic or false nails **MUST NOT** be worn.
5. No extreme hairstyles in cut, colour or arrangement (coloured highlights or patches of colour are not allowed). An extreme colour is any colour that is not a natural hair colour.
6. No jeans, combat trousers, tracksuit bottoms or leggings.
7. School shoes must be worn. No black trainers – please do contact the pastoral team if you are unsure if shoes are appropriate before you purchase them.

The school's decision on what is **excessive or badly** applied is final.

Please be aware that shops will put anything black in the uniform section to increase sales. This does not mean that it complies with our uniform policy.

If in doubt, please check with the school before purchasing.

Suitable shoes



Suitable school bags

Rucksacks and satchels/messenger bags that hold A4 folders and all the pupil's equipment for the school day are suitable for school.

e.g.



Handbags or Tote style bags are not suitable.

4.2 Where to purchase uniform

All our items of uniform can be purchased from high street retailers.

If you wish to purchase an item with the **non-compulsory** school logo these can be sourced from:

Online – www.schoolwearsolutions.com

Or

Morleys Schoolwear – St Mary's Retail Park, 446 Nottingham Road, Chaddesden, Derby DE21 6PE Tel 01332 281311

Mobile Phones

Mobile phones should be off and away in pupils' bags on school premises.

If pupils are seen using their mobile phone on the school premises they will receive a phone strike.

1st Strike of a half term – The pupil's phone will be confiscated until the end of the school day and a warning letter sent home.

2nd Strike of a half term – The pupil's phone will be confiscated until the end of the school day and the pupil will also be placed in a pastoral detention.

3rd Strike of a half term – The pupil's phone will be confiscated until the end of the school day and the pupil will be placed in the 3-5 pm detention.

5. Expectations for our school community

5.1 Pupils

Pupils are expected to always wear the correct uniform (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 our pastoral team 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/carers are also expected to contact our pastoral team 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/carers 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/carers 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 in accordance with our behaviour policy.

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.

6. Monitoring arrangements

This policy will be reviewed annually.

7. Links to other policies

This policy is linked to our:

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