



## **Uniform Policy**

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**Date of Policy: Summer 2022**

**Committee: Staffing & Students**

**Next Review Date: Spring 2024**

**The School will ensure that the policy is applied fairly to all employees and does not have a negative impact in relation to the school's equality strands: race, sex, religion and belief, sexual orientation, age, disability, gender reassignment, marriage and civil partnership and pregnancy and maternity.**

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## **I. Aims**

This policy aims

Set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carer

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 [insert staff member's name and contact details], who can answer questions about the policy and respond to any requests

## **3. Limiting the cost of school uniform**

Adapt this section, taking into account factors such as:

The socio-economic status of your school community

Pupil demographics

Uniform of neighbouring schools or schools in your trust

Views of your school community

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 If your school has a blazer and jumper uniform, add: for example, by only asking that the blazer, worn over the jumper, features the school logo

Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties

Considering 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 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 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

Add details of your school uniform to this section, including:

Which branded items are required

Which branded items are optional

Where you'll accept generic items instead of branded ones

Expectations for PE and swimming kit

Expectations for jewellery and hairstyles (taking into account the requirement described above to avoid discrimination in line with the Equality Act 2010)

Expectations for shoes, bags and coats

Which items are only required in specific circumstances or at certain times of the year

##### 4.2 Where to purchase it

Add details including:

Where parents and carers can obtain the uniform, including where items are only available from a specific retailer or can be bought more widely, e.g. from 'high-street' retailers

Information about second-hand uniform, for example:

- o If your school or Parent Teacher Association (PTA) will arrange a second-hand uniform sale
- o Details of local uniform exchange schemes, for example through your local authority (if it has one)

## 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 (if required)

Pupils are also expected to contact [insert designated staff member's name and contact details] 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 [insert designated staff member's name and contact details] 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 [insert appropriate reference to your school's 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.

### 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 [insert frequency – as often as you think is appropriate and manageable] by [name/job title of individual]. At every review, it will be approved by [the full governing board/committee name/name or job title of individual].

### 7. Links to other policies

This policy is linked to our:

Behaviour policy

Equality information and objectives statement

Anti-bullying policy

Complaints policy

Add any other related policies and procedures that the school has here.

## **Rationale**

Alperton Community School Students are expected to wear their uniform with pride. We believe the uniform contributes to the school ethos by developing a sense of community, self respect and preventing bullying of students because of their dress.

Everyone has a role in setting the standards for the school. Teachers and other school staff model appropriate standards for students. They are expected to dress in a professional manner at all times. (see staff code of conduct)

## **Factors considered with regard to the uniform:**

Religious dress which obscures the identity of any student or member of staff will not be permitted in the school. All teachers and sixth form students carry swipe cards with photographic identification.

Although the school has a uniform supplier items of uniform can be purchased from normal high street shops. Year 7 branded student uniform items are funded by the school. Children from disadvantaged families may be supported by the school with regard to the purchase of uniform. Each case will be looked at on an individual basis.

## **Enforcement of Uniform Policy**

Positive reinforcement and encouraging responsible behaviour are the preferred approaches to ensuring students wear the school uniform.

Exclusion solely for non-compliance with uniform requirements will not occur. Responses to students who do not wear uniform must be appropriate. Responses must be fair and consistent. They must not prevent students from continued participation in essential



curriculum activities except where exclusion is necessary for reasons of safety. Students may be removed to work in isolation if they are not wearing correct uniform or if they refuse to wear it appropriately. Parents will be contacted and students sent home to acquire items of uniform if necessary.

Students should not be disadvantaged where required uniform items are not available because of circumstances beyond their control.

## **Roles and Responsibilities**

### **The school will:**

Publish uniform requirements annually to parents on the school website, the student diary and guidance to new parents.

Inform families of where uniform can be purchased and assist if disadvantaged families where there are financial difficulties.

Enforce uniform rules and act appropriately if they are broken

### **Parents/Carers will:**

Provide the students with appropriate uniform

Inform the school if there are any difficulties with uniform

Support the school by expecting their children to wear the uniform properly

### **Students will:**

Wear the uniform with pride

Co-operate with staff who are enforcing the uniform or dress code

## **Consultation on Uniform**

All changes to school uniform or dress code will be consulted upon with students, parents/carers staff and governors.

Changes will only be introduced at the beginning of an academic year and parents/carers will be notified well in advance of any such changes.

## Our School Uniform



Uniform List 2018/2019

### Years 7-10

All pupils in Years 7 to 11 are expected to wear the full school uniform. Pupils are expected to wear their uniform neatly and to keep a good standard of personal appearance. Therefore hair colour and style must be appropriate for school. No unnatural hair colours.

#### **SHIRTS**

Plain white (Denim and cotton denim shirts, T-shirts and Polo shirts are not permitted). Shirts must be tucked in at all times.

#### **JUMPER**

Grey Alperton Logo Jumper. (Optional)

**BLAZER**

Black blazer with embroidered badge **must** be worn at all times

**TIE**

House colour - available from school shop/Rumbles or Stevenson's. Should be tied to four buttons down on the shirt. Clip on ties are also available.

**TROUSERS**

Grey, traditional, regulation style.

**SKIRT**

Girls may wear either grey skirts or grey trousers. Skirts must be knee-length – No split/hobble skirts. No jeans or legging style trousers.

**SOCKS**

Grey, Black or white

**TIGHTS**

Grey, Black or white - Over-the-knee socks are not permitted

**SHOES**

Sensible plain black leather. Boots or trainers are not permitted. No high-heels or wedges

**JACKET/OVERCOAT**

Must be plain Black, Navy-Blue or Grey. For outdoor use – they should not be worn in lessons or in the school buildings. Denim or leather is not permitted. No large motif or design.

No fashion coats, e.g. ankle length, quilted.

**HATS, CAPS and HOODIES**

Hats, including baseball caps, are not allowed or to be worn on school premises. Hoodies or tracksuit tops are not allowed in school. Scarves must be **plain** grey or black only.

**JEWELLERY**

A watch and small stud earrings only.

**KEY CHAINS**

No chains to be brought to school in the interests of Health and Safety

**SCHOOL BAG**

All pupils should have a suitable bag large enough to carry their text books, exercise books and PE kit Bag with badge, available from a school outfitters.

**Year 11 Students may continue to wear the black ACS uniform during 2018 - 19**

## ALPERTON PE KIT

### Compulsory

Green Polo Shirt

Black jogging bottoms

**Alperton logo only**

Black/white sports socks

Dunlop Green Flash trainers

**No other trainers are permitted**

Moulded football boots

**All students must have these**

### Optional

Woollen black hat

Black school jumper

Green hooded top

**All Alperton logo only**

