

# Uniform Policy

## 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 gender, race, religion or belief, and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing uniform items based on gender, to give all students 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 students
- Allow all students to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all students to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow students to request changes to swimwear for religious reasons
- Allow students to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking students 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

At Ellesmere College, we recognise that the cost of uniform can often be unsustainable for parents and that we have a duty to make sure that the uniform we require is affordable, in

line with the 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:

- Providing a jumper free of charge on joining the school
- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible
- 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 students 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 signalling 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 students 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**

The school colours are purple, black and white. All items of uniform should be clearly name labelled. A purple jumper will be provided for new students. Our uniform consists of:

- White polo shirt or white shirt/blouse or purple logo t-shirt
- Black jumper or sweat shirt or cardigan (alternative to purple jumper)
- Black trousers or skirt
- Black or white socks, black or clear tights
- Hair wear: black, white or purple (slides / hair bands etc)

For **PE** all students need:

- White t-shirt
- Gym bag
- Black PE shorts or jogging trousers
- A pair of trainers / plimsolls.

Please Note: PE kits should be kept in school all week and be fully named.

### **Footwear**

Black shoes with flat heel or plain black trainers (no logos allowed). Boots are not appropriate footwear for inside college. If it is a wet or cold day and your child needs to wear wellingtons or warm boots to travel to college, please make sure they have normal college shoes to change into.

### **Jewellery**

Jewellery can be worn but should be removed for PE and DT activities. Students should be mindful however, of bringing in valuable jewellery items as the College will not held responsible for lost or stolen items.

When there is a non-uniform day, the following will NOT be allowed:

- Provocative clothing e.g. short, tight skirts or hot pants, low-cut tops
- Heeled shoes or open-toed shoes or sandals
- There must be no offensive or political slogans.

### **Post-16 Students**

Post-16 students do not have to wear a uniform to college and students are free to exercise their own choices and are able to wear make-up. However, the following rules must be adhered to:

- Students must be clean and well presented each day.
- No provocative clothing e.g. short, tight skirts or hot pants, low-cut tops

- Cleavage and midriffs should not be visible.
- Underwear should not be visible.
- There must be no offensive or political slogans.

Students are able to purchase an Ellesmere branded hoody to wear at College if they wish.

#### **4.2 Where to purchase it**

Uniform can be purchased through the [Fanatic Supplies website](#) for the purple branded jumpers. However, the alternative black jumper can be bought from any supermarket/retailer and does not have to bear the Ellesmere College logo.

We will also offer second-hand sales opportunities throughout the year at the College. Please look out for information about this via the Weduc messaging service.

### **5. Expectations for our school community**

#### **5.1 Students**

Students 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)

#### **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 Jo Mason, PA to Executive Leadership 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 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 students to make sure they are in correct uniform. They will give any students and families breaching the uniform policy the opportunity to comply, but will follow up with the Assistant Principals if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Assistant Principals.

In cases where it is suspected that financial hardship has resulted in a student not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

### **5.4 Governors**

The governing body will review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the school
- Considers the views of parents and students
- Offers a uniform that is appropriate, practical and safe for all students

The governors will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money.

## **6. Monitoring arrangements**

This policy will be reviewed every 3 years by the Senior Leadership Team. At every review, it will be approved by the Personnel & Finance Committee.

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

This policy is linked to our:

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

Review Date: November 2022

Next Review Date: November 2025 (every 3 years)