

ASHLEY HIGH SCHOOL

School Uniform Policy

This policy was adopted: September 2022

This policy was reviewed: September 2022

This policy will be reviewed: September 2024

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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](https://www.legislation.gov.uk/ukpga/2010/15/contents) 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

# 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](https://www.gov.uk/government/publications/cost-of-school-uniforms/cost-of-school-uniforms) 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 for example, by only asking that the school sweatshirt and tie features the school logo
* Limiting items with distinctive characteristics to low-cost 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
* 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

The following school uniform is required all year

* Black or navy trousers or skirt
* Pale blue shirt and school tie\*
* Navy blue Ashley sweatshirt with school logo\*
* Black shoes. No trainers

\*School Tie and Navy Blue Sweatshirts are branded items that can be purchased directly from the school

PE Kit

* T-shirt
* Shorts or gym skirt
* Sports socks
* Pumps or trainers
* Swimming costume or trunks
* Towel
* Old trainers/football boots for outdoor activities

\*PE Kit items are non-branded

Jewellery

* For safety reasons the only jewellery that is permitted is a watch and one pair of stud earrings for the ears

Make Up

* Only small amounts of concealer/natural thin foundation to hide blemishes is allowed. Pupils will be given a make-up wipe to remove excess make-up if necessary
* Natural nail varnish only; artificial nails are not allowed

4.2 Where to purchase it

* Ashley School Tie and Ashley School Sweatshirt can be purchased directly from the school (Order form is available on the school website).
* Trousers, skirts, shirts, shoes and PE Kit can be purchased from a wide range of high street retailers

# 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 Mrs Wilson (Headteacher) 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 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 in line with the school behaviour policy and staff and student Code of Conduct.

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 every 12 months by Nicola Lightfoot/Assistant Headteacher. At every review, it will be approved by the full governing board.

# 7. Links to other policies

This policy is linked to our:

* Behaviour policy
* Equality information and objectives statement
* Anti-bullying policy
* Complaints policy
* Ashley Schools Core Values