ANGLIAN LEARNING

Soham Village College
Achieving Excellence with Care

SOHAM VILLAGE COLLEGE

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 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 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 the Year Head who will consult with

the Senior Leadership Team (SLT) on any 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

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 blazer, worn over the jumper, features the school logo.
- Limiting items with distinctive characteristics to low-cost and/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 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, creating posters or labels
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers 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

We expect students to look smart and ready for work. We aim to make our uniform as affordable as possible. The senior leadership team will have the final say on queries related to smartness, decency and safety.

Compulsory School Uniform for all Students

- Black blazer with school badge (the badge is available to purchase from the school's reception)
- Standard plain white-collar shirt (long or short sleeves) – worn with top button done up and tucked in
- Years 7 to 10: Red & black school tie (available to purchase from the school's reception)
- Years 11: Blue fleur-de-lys school tie (available to purchase from the school's reception)
- Plain black school trousers (not leggings or jeans) or tailored shorts in grey or charcoal grey (not black) and of school trouser material. Alternatively, a grey skirt of appropriate length may be worn with the option of plain black or grey tights or black leggings.
- Plain black shoes - heels no higher than 5cm with no white/coloured logos. (No: open backs, stiletto heels, boots)

PE Kit

- School specific polo shirt
- Plain black or navy shorts/skirt/tracksuit bottoms (no stripes or logos bigger than 40mm x 40mm)
- Navy blue/black long sports socks
- Appropriate clean indoor and outdoor footwear
- Shin pads – football
- Gum shield – hockey and rugby
- Plastic studded boots (not blades or metal studs or astroturf trainers). These are the only acceptable footwear to use of the 3G synthetic football pitch. For more information on which plastic studs are acceptable please click **here**.
- No jewellery or watches may be worn during PE lessons. No ear studs even if recently pierced and taped over. For health and safety reasons, nails should be cut to an appropriate length so that it does not hinder participation in PE lessons.

Optional School Uniform

- Plain (no logos at all) grey 'V' neck pullover allowed to be worn under a blazer in cold weather; **no** sweaters/hoodies allowed under blazers.
- Netball skirt, black or dark blue tracksuit bottoms (no stripes or logos more than 40mm x 40mm)
- Apron for technology (available to purchase from the school's reception)
- Coats
- Socks worn with shorts or over tights must be black or white and ankle length
- PE sports jumper
- Sports leggings for PE lessons

General Uniform Rules

- Students are permitted to wear discreet jewellery and have ear and nose stud piercings. These must not hinder their participation in any of their lessons due to health and safety concerns. A student who is unsure whether their jewellery is appropriate should check with the Head of Year. Senior leaders will make the final decision if necessary.
- We welcome Afro-textured hair worn in all styles including, but not limited to, afros, locs, twists, braids, cornrows, fades, hair straightened through the application of heat or chemicals, weaves and wigs. Headscarves and wraps may be worn provided they are a plain material and a neutral colour; the uniform must remain visible
- Make-up must be discreet.
- Nails should be cut to an appropriate length so that it does not hinder participation in any lessons.
- Students cannot dye their hair an unnatural hair colour (for example: blue, green, pink). A student who is thinking of a particular hair-style but is unsure whether it would be allowed should check with the Head of Year before they have it done. Senior leaders will make the final decision if necessary.
- Any clothing worn under white shirt must be plain white with no logos.
- Only approved school badges on blazer.

4.2 Where to purchase it

Branded items can be purchased through:

- Shop: Paul Day's Sports, High Street, Ely. Tel: 01353 665155
- Online: - https://www.schooltrendsonline.com/uniform/SohamVillageCollegeCB75AA

Other mandatory non-branded items e.g., trousers, shirts can be purchased at any clothing retailer that stocks uniform e.g., Tesco, Asda, Sainsbury, Primark etc

Second-hand uniform is available via: Soham Community Uniform Scheme who can be contacted via their Facebook

group: https://www.facebook.com/groups/461742710990925 or
email: sohamcommunityuniformscheme@gmail.com

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 the Head of Year if they want to request an amendment to the uniform policy in relation to their protected characteristics.

For more information on reasonable adjustments for students with diagnosed needs, see appendix A.

5.2 Parents and carers

Parents/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 the Head of Year 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/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 and will follow up with sanctions in line with the behaviour policy if it does not improve.

Ongoing breaches of our uniform policy will be dealt with by the pastoral team.

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

Reasonable adjustments for students with diagnosed sensory needs or other medical issues can be made. These needs must be officially documented e.g. part of the EHCP paper work. The decision on these adjustments must be made by the Principal or a Deputy Principal.

5.4 Advisory Body

The Advisory Body 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/carers 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 annually by a Deputy Headteacher. At every review, it will be approved by the school's Advisory Body.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality objectives
- Complaint's policy

These policies are available on our school's website: **Soham Village College - Policies**