



South East Cornwall Multi Academy Regional Trust

Saltash Community School

Student Uniform and Appearance Policy

Date	Changes
19/09/24	Update to uniform guidance

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Links to other relevant policies: Safeguarding Policy, Relationships and Behaviour Policy

Contents

Introduction	3
Religion or Beliefs	4
Discrimination	4
Affordability	4
PE Kit	5
Uniform Suppliers	5
Hardship	5
Clarity	5
Student Non-Compliance	5
Concerns and complaints	6
Appendix 1	7
Uniform and Appearance Policy	7
Supplementary Guidance	9
Uniform Suppliers	Error! Bookmark not defined.

Introduction

This policy has been put in place to ensure that the School's requirements for student uniform and appearance are aligned with the revised Department for Education Guidance (Statutory and Non-Statutory 2021). This policy complies with the Human Rights' Act 1998 and Equality Act 2010 and takes into account key considerations such as safeguarding and health and safety.

Our governing body decides what the school rules are for student appearance (including uniform) and how the uniform should be sourced. We believe that our rules on uniform and appearance:

- Instil pride in being a part of 'Team Saltash;'
- Support positive behaviour routines;
- Encourage identity with, and support for, our school ethos;
- Protect children from social and financial pressures to dress in a particular way;
- Nurture community cohesion and promote good relationships between different groups of students.

In reviewing and implementing this policy, Governors will take into account the views of parents and students when making any significant changes. Governors will also take into account:

- how the rules on uniform and appearance may affect groups represented in the school, especially those who share relevant protected characteristics (sex, religion or belief, race, disability, gender reassignment, pregnancy).
- how comfortable the uniform will be for students.
- how practical the uniform is in classroom settings, including those where practical work is required.
- that reasonable adaptations will be made for extreme weather (hot or cold).
- that the uniform is suitable for students who walk or cycle to school.
- that a PE kit must be practical, comfortable and appropriate to the activities and affordable.
- that the cost of the uniform does not place an unreasonable financial burden on families and would not, for example, prevent a child from a low-income family from attending the school.
- where reasonable and as far as possible, the environmental impact of the production and supply of uniform.

The school's expectations for uniform and appearance are therefore intended to be inclusive so that all students are able to wear the uniform and have the appropriate appearance.

Religion or Beliefs

Some religions or beliefs require conformance to a particular dress code; this could include wearing or carrying specific religious artefacts; not cutting hair; dressing modestly or covering their head. Students have a right to manifest a religion or belief, but not necessarily at all times, places or in a particular manner.

Where the school has good reason, it may lawfully need to restrict an individual's freedom regarding uniform and/or appearance. This may include, for example, the promotion of cohesion or good order, or genuine health and safety or for security reasons.

The school will act reasonably in accommodating the needs of different cultures, races and religions without compromising important school policies such as school discipline and safety.

Discrimination

In developing and implementing this policy, the school has carefully considered its obligations not to discriminate unlawfully.

This policy ensures that no particular group (including those with protected characteristics) is impacted unfairly as far as is reasonably possible. In some circumstances, e.g. for students with a disability, the school will make reasonable individual adjustments to the uniform policy.

Affordability

The cost of uniform should not prevent a family from applying for a place in our school or prevent a child from attending. The use of branded items within the School Uniform Policy has been kept to a minimum.

Second hand uniform items are available on request from the school. The school will accept donations of second hand uniform providing these are clean and in excellent repair. Parents wishing to donate uniform should contact Reception. The school recognises that second hand uniform extends the life of garments, reducing the environmental impact of uniform.

Uniform and rules on appearance will be reviewed every two years and frequent significant changes will be avoided as these may be expensive for families. Where significant changes are made, these will be phased in to allow students to continue to wear the old uniform for a reasonable period of time.

The requirement to wear branded items of uniform has been kept to a minimum within our Uniform Policy and is limited to long lasting items wherever possible.

The majority of unbranded uniform items can be purchased from a range of retailers, giving parents choice and value for money.

All school uniform items should be available as machine washable.

Care should be taken to ensure items purchased from non-approved suppliers meet the school's uniform requirements.

PE Kit

No student should be unable to participate in school sporting activities because of the cost of PE kit. Therefore, the use of branded items, and the range of different items of PE Kit in our Policy will be kept as low as possible, whilst maintaining a smart 'team kit' that can be used for school sporting events.

Uniform Suppliers

Governors will review the school's uniform suppliers at least every 5 years. In reviewing the suppliers, Governors will take into account the affordability of uniform as well as its quality and durability. The uniform supplier will be required to publish and operate their own complaint procedure in order to manage any parental concerns.

Governors will take into account the accessibility of the provider, ensuring parents can arrange convenient ordering, collection/delivery of school uniform items. This includes the availability of an online uniform shop.

Hardship

Where available, the school will also offer clean, good condition second hand uniform in the correct size as an alternative to financial support. If parents / carers need financial support with new uniform, and we do not have second hand uniform in stock, then please contact Dani King, and we will source new uniform for you.

Clarity

The school will ensure that its rules on uniform and appearance are clear and unambiguous and easily accessible to parents via the school website. This is to ensure that parents do not commit to buying costly uniform or, for example, acrylic nails or piercings, which are not acceptable to the school. The school will ensure that any 'optional' items of uniform are clearly designated as such and will minimise the use of 'optional' uniform items. The school will also ensure that branded items, or those which have to be purchased from a particular supplier, are clearly indicated. Parents with a query about uniform or appearance should contact the school to seek clarification of the rules prior to committing to purchase. The school will review the wording of the uniform and appearance rules in response to parental queries where it appears that the wording is unclear.

Student Non-Compliance

All students are expected to comply with the school's rules on uniform and appearance. The school believes that all students should comply with these rules, and that non-compliance is unnecessarily disruptive to education. Students with incorrect uniform or appearance will be reminded by staff and expected to rectify their uniform/appearance

immediately (where possible, e.g. by removing the jewellery or non-uniform item, or by wearing 'borrow kit' from our school store.) Incorrect items of uniform or jewellery will be confiscated and be available for collection at reception or The Hub. Refusal to follow this policy will result in sanctions, such as reset, being applied, until the issue is rectified.

Where financial hardship has resulted in a student not complying with the school's published rules on uniform or appearance, then the school will take a considerate approach to assist the student and family to resolve the situation.

Where the school has made individual adaptations to the rules on uniform or appearance in response to a child's individual needs, e.g. a disability, then the school will ensure that all staff are aware. This includes, wherever possible, supply and temporary staff. This is to minimise the occasions on which a student is challenged about their uniform or appearance.

Concerns and complaints

In line with the Trust Complaint Procedure, parents with a concern about this policy or the implementation of the Uniform Policy, should first contact the school and seek to resolve this concern informally. Where an acceptable resolution cannot be agreed, parents should follow the Complaint Procedure, available on the school website. Hard copies of the Complaint Policy are available on request from Reception.

Appendix 1

Uniform and Appearance Policy

Introduction

All students are expected to be in full school uniform whilst at school and on the way to or from school. Students are ambassadors of the school, and are expected to uphold our values and code of conduct. Students and parents/carers are encouraged to recognise that students who are in lessons in incorrect uniform can undermine the aims and objectives of our uniform policy. Therefore, staff will always take action to support students in meeting the school's expectations.

A complete list of the items included in the school uniform can be found on the school's website.

Aims and Objectives

Our school uniform is important to our school community. School uniform:

- promotes a sense of pride our school.
- creates a feeling of community and belonging.
- is a symbol of equality.
- identifies students with our school.
- is practical and smart.
- is not distracting (as fashion clothes might be).
- is suitable for learning and good value for money.
- has been designed with health and safety in mind.

The Role of Parents/Carers

Parents are expected to fully support the school's Uniform Policy and its implementation. Parental support is very much appreciated by our staff and Governors.

Please note: the school's interpretation of uniform standards as applied to any student, is final, and parents are respectfully asked for their support in this.

The Role of Governors

Governors ensure that the school uniform meets all national regulations regarding equal opportunities.

The governing body regularly reviews our Uniform Policy and delegates the implementation and management of the Uniform Policy to the Leadership team and the wider staff team.

Day to Day Management

Tutors will endeavour to address any issues as they arise during morning line up. Should an issue be more problematic or persistent, it will be referred to the Head of Year and/or Senior Leadership Team.

For breaches of our Uniform Policy, staff will use professional judgement in issuing direction or sanction. This will include:

- Replacement uniform being lent to the student.
- Contact parents/carers to bring in appropriate clothing as soon as possible (for items that cannot be quickly replaced, a 7 day permit may be issued.)
- Sanctions, such as reset, for refusal to comply with our uniform policy, until the issue has been resolved.
- Parents/carers may be asked to collect their child.

Non-uniform days

Non-uniform days are occasionally used to raise funds for charity/charitable causes. In these circumstances, standards of dress should:

- be safe and practical for school use.
- not promote unacceptable themes – drugs, violence, racism, etc.
- be appropriate for school so that students can take a full and active role in learning.

Monitoring and review

When monitoring this policy, the Leadership team will seek the views of students, staff, parents, and Governors.

Major changes to the uniform will involve consultation with students, staff, parents and the governing body. Our Uniform Policy is reviewed by the Leadership team every two years.

Supplementary Guidance

Saltash Community School has a distinctive school uniform. When you accept a place at the school, we will assume that you are in full support of the uniform outlined below.

School uniform

- Black blazer embroidered with school logo.
- Standard blue school shirt (short or long sleeved, tucked in).
- Tailored black school **full length** trousers/shorts or knee-length drop waist pleated skirt (if students choose to wear a skirt - it must be drop waist, pleated - pencil skirts are not permitted). Jeans/leggings are not permitted.
- Black V-necked jumper with sky blue stripe (**optional** and **always** to be worn alongside, and not instead of, a blazer.)
- Standard (**fully polishable** - no canvas or material elements) flat-heeled all black leather-style shoes, with covered heels and toes. Shoes must be completely black – without coloured ticks/logos/tags.
- Clip on **or** traditional school tie (black/blue/gold with house colour) – purchased from the school via ParentPay.
- Black or flesh coloured tights (no leggings to be worn under skirts.)
- Black socks, **without logos**

Kit for P.E. and Games

Students will take part in PE up to three times a week. The following items of PE uniform are required:

- Black and gold t-shirt with school motif
- Black and gold training top with school motif
- Black shorts (**if lycra, these MUST be mid-thigh, not 'hot pant' style.**)
- **White** socks (no logos.)
- Shin pads
- Gum shield (optional for rugby but recommended)
- Football boots
- Trainers

Optional items recommended for outdoor lessons in the winter months:

- Plain black training pants/leggings

General

Outdoor clothing should be sensible, weather-appropriate and smart. Coats and hats should not carry any obvious logos.

The only jewellery allowed in school is a watch ***please note that smart watches are not permitted*** and one simple pair of small studs or in ear lobes.

Body or facial piercings are not permitted. Students will be asked to remove any piercings, so please do not get new piercings, which may require time to heal, during term time. Clear piercings are also not permitted.

Make-up must be subtle. False eyelashes are not permitted.

Exaggerated hairstyles or unnatural hair colours are not acceptable, and for health and safety reasons false / acrylic nails and nail polish is also not permitted.

Pre-loved uniform

We recognise that the current financial pressures on families can be hard and as a school we want to do what we can to help support our families. We expect to be able to distribute all parts of our uniform (from blazers to PE kits; from shirts to football boots). **Items will be free of charge.**

Please check the school website for details of opening times.

Alternatively, if you have a specific request for uniform please email: dking@saltashcloud.net

Maintaining high expectations

If children do not attend in the correct uniform, they will be given 'borrow kit' and / or issued with a permit giving 7 days to allow time to sort replacement items. We follow a sanction system for students who refuse to wear borrowed items, cannot remove prohibited items or repeatedly wear the incorrect uniform after previous permits have been issued.