



School Uniform Policy

May 2023

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Person responsible for the monitoring, evaluation and implementation of this document:

Mrs Joanna Griffiths, Head Teacher

Contents

1. Aims	2
2. Our school's legal duties under the Equality Act 2010	2
3. Limiting the cost of school uniform	3
4. Expectations for school uniform	4
5. Expectations for our school community	5
6. Monitoring arrangements	6
7. Links to other policies	6

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 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 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 Mrs Jo Griffiths, Head Teacher, who can answer questions about the policy and respond to any requests

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 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 blazer, tie, and PE kit top 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 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 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 are compulsory items of uniform

- Navy Blue blazer with Alder Grange Logo or Blazer badge
- Plain mid grey tailored trousers, skirts, or shorts
- Plain sky-blue tailored shirt with stiffened collar (short or long sleeved)
- Grey or white socks, or black tights
- Plain black leather or leather look shoes (trainers or boots are not allowed)
- School Tie - specific to each new year group, but which pupils uses throughout their school life (ie there is NO change in tie colour when a pupil moves from Year 7 to Year 8)
- Alder Grange PE Top
- Plain black PE shorts

The following items are optional

- Other "Alder Grange" branded PE kit items (hoodies, shorts, leggings)
- Year 11 Alder Grange Tie
- School jumper or plain navy V-neck jumper

Hoodies and sweatshirts are **not** part of our school uniform. and are not permitted to be worn in school at any time. If worn in school pupils will be asked to remove them and they will be confiscated until the end of day, when they can be collected from Student Services.

Pupils are encouraged to wear a coat to school, particularly in poor weather conditions. Coats must be removed whilst in school building.

Jewellery

The following items of jewellery may be worn

- One ear stud per ear
- A watch

No other jewellery, including any other piercings, necklaces and rings, may be worn in school.

Make-Up, Nails, Eye Lashes, and Hair :

We understand that some pupils prefer to wear some make up – this must be kept to a minimum. Whilst foundation is acceptable, lipsticks and eye shadow are not.

- No nail varnish or false nails of any type may be worn in school
- No false eye lashes may be worn in school
- Hair should be of a natural colour, with no bright colours or extreme styles

4.2 Where to purchase uniform

All our unbranded uniform can be purchased at most supermarkets (asda, Tesco, M&S) and clothing shops, in addition to most school uniform shops.

Alder Grange branded items (School blazers, blazer badges, and ties) can be purchased from Amin's on Bank Street in Rawtenstall, and other uniform suppliers in the Rossendale area

The Alder Grange mandatory PE kit top and all optional PE Kit items can be purchased on line via the school website, or this link <https://www.officialkit.co.uk/shop/school-wear/alder-grange/pe-kit>

4.3 Second Hand Uniform

We offer second hand uniform at very low cost through our school website [tps://app.uniformd.co.uk](https://app.uniformd.co.uk) or by contacting reception@aldergrange.com

Please contact school if the item you want is not available in the uniformd shop – as we are constantly getting new items delivered to school.

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 Griffiths, Head Teacher 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 Mrs Griffiths 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 the 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

6. Monitoring arrangements

This policy will be reviewed annually by the Head Teacher and appropriate members of staff. At every review the governors will be informed of any changes via the Welfare Committee.

7. Links to other policies

This policy is linked to our:

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