School Uniform Policy

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Reviewed by:	Mrs R Fawcett, Operations Manager & Mrs J Alexander-Weller, Deputy Headteacher
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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 all 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, sexual orientation, 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 students the opportunity to wear the uniform they feel most comfortable in
- Make sure that our uniform costs the same for all students
- Allow all students to have long hair, although we reserve the right to ask that long hair be tied back (in specific lessons)
- Allow all students to style their hair in a way that is appropriate for school, and makes them feel most comfortable
- Allow students to wear headscarves and/or other religious garments
- Allow students 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 students or their parents/carers to get in touch with Mrs. Alexander-Weller at Reception@pks.coventry.sch.uk , who can answer 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 uniforms.

We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo attached or be in a unique fabric or style) cannot be purchased from a wide range of retailers, and that requiring many such items limits parents/carers' ability to shop around for the best price.

We will therefore make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents and carers

We will do this by:

- Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of 4 items, where 1 is a tie
- Carefully considering whether any items with distinctive characteristics are necessary, and limiting these items where possible.
- Limiting compulsory branded items to low-cost and/or long-lasting items such as ties
- Considering cheaper alternatives to compulsory 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 such as coats, bags and shoes/trainers that students could also wear on non-school days. See more information in section 4.1
- Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama
- Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
- Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective students, and publishing this information on our website
- 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 uniform in line with the school's complaints policy
- Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- Continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money

4. Expectations for school uniform

4.1 Our school's uniform

4.11 Main uniform requirements for **Years 7 -11**

For <u>all</u> students:

- Navy blazer with school logo
- White shirt or blouse – top buttons to be done up at all times and shirts/blouses to be tucked in
- President Kennedy School tie - ties should not be shortened
- Navy skirt – straight or pleated**. Must be knee-length**.

- Navy or mid-grey trousers – cotton/polyester/viscose straight cut or boot cut, not skin tight or skinny-style
- Plain navy, grey or black knee-length socks or tights
- Plain black shoes. Footwear cannot be trainers, pump style or boots.. Sports branding is not allowed. If there is any doubt, it is likely that they are not acceptable. Parents/carers and students should liaise with their College Director **prior to purchasing a pair if unsure if they are suitable.**
- Coats must be plain black, grey or navy

Optional items

- Navy cotton jumper or cardigan with school logo
- Plain navy or black hijab
- Plain navy or black turban
- For Design & Technology lessons: A full apron
- For Art lessons: protective clothing, e.g., an old shirt

PE/Games kit

The school will ensure that PE kit requirements are inclusive and support the full participation and engagement of all students. In accordance with its duties under equality and safeguarding legislation, the school will take reasonable steps to ensure that PE clothing is practical, comfortable and appropriate to the needs of all students. This includes providing guidance on suitable supportive garments, such as encouraging girls to wear sports bras for physical education and sporting activities, where appropriate, in order to promote comfort, dignity and wellbeing.

Essential items:

- Navy tracksuit top with school logo or a navy ¼ zip top with school logo (essential for outdoor PE)
- Navy shorts
- Navy polo shirt with or without school logo
- Navy sports socks (must be worn for PE)
- Trainers (not pumps)
- Football/rugby moulded boots for boys in years 7 -11 and girls in years 7,8 & 9.

  Please note: moulded boots are essential to be worn on the schools 3G pitch
- Hair tie or bobble.

For Health and Safety purposes, hair must be tied back in Science, Food Technology and PE lessons.

All jewellery must be removed for PE and D&T lessons.

Optional items

- Plain navy tracksuit bottoms with or without school logo
- Plain navy leggings with or without school logo

- Navy and gold skort with school logo with school logo or plain navy skort without logo
- Gum shield for rugby
- Shin pads for football
- Sports branded items are not permitted
- Strictly no jewellery to be worn for PE/games

We do not allow the following items to be worn during the school day:

- × Leather or denim jackets, jeans, jeggings, skin tight, skinny or cropped trousers
- × Trainers or pumps, boots, canvas shoes, high heeled shoes, open toe shoes
- × More than two items of jewellery, including multiple piercings. No large hoop earrings
- × No Smartwatches
- × Brightly coloured scarves, headbands, socks or belts
- × T-shirts visible under vests
- × Extreme hairstyles or brightly coloured hair - logos or messages shaved into a haircut would not be acceptable
- × Excessive or brightly coloured make up, including colored nail varnish.
- × Skirts that are above the knee
- × Hoodies, sporting or tracksuit tops and baseball caps

4.12 Post 16 Select Dress Code

The objectives of the dress code are to:

- Promote a positive image of Post 16 students as role models
- Promote the self-esteem of Post 16 students
- Prepare students for the world of work

Permitted:

- Shirt **and** tie
- Blouse or smart top (not branded)
- Smart trousers, skirt, dress or cropped trousers. Skirts and dresses **must be knee length**
- Smart jacket(blazer), cardigan or jumper (V neck or round neck). If jumpers are worn, a shirt or blouse collar must be visible at the top.
- Thin spaghetti tops are permitted, if worn underneath a blazer or suit jacket
- Traditional/cultural wear
- Smart shoes or boots, which can be polished (no knee/thigh high boots)
- No more than two items of jewellery, including multiple piercings. No large hoop earrings.
- Student lanyard must be worn at all times

Not permitted:

- Tops which are low cut, cropped, cut off, off the shoulder, t-shirt, casual flannel/lumberjack shirt
- Hoodies or sweatshirts
- Short skirts/tube or body con style dresses /dresses of stretchy material (no shorter than 2 inches above the knee)
- Shorts, jeggings or leggings
- Denim or leather clothing
- Sports jackets
- Bandanas
- Coats or jackets worn in the building
- Shirts without a tie

The Post 16 College Leadership team reserve the right to determine the suitability of clothes.

Sanctions will be put in place for students who do not adhere to the correct dress code.

4.13 Jewellery

The school recommends that students do not wear any items of value (monetary or sentimental). If desired students may wear:

- a watch (not a Smartwatch)
- No more than two items of jewellery, including multiple piercings. No large hoop earrings.

All jewellery must be removed for PE and D&T.

4.14 Other

- Outer clothing must be worn over the top of the blazer and not underneath, and must be removed once inside the school buildings.
- Woolly hats and sun hats may be worn outside when appropriate
- A suitable school bag that will both carry and protect exercise books
- Hair accessories must be discreet

4.2 Where to purchase or acquire it

Many items of our school uniform can be purchased from a range of high-street retailers. Our branded items of school uniform are available to purchase from two stores in Coventry:

- Cat Ballou Originals Ltd
  1-3 The Burges
  Coventry
  CV1 1HN
  02476 555499
  www.catballou.co.uk

- Clive Mark
  88-90 Barkers Butts Lane
  Coventry CV6 1DY
  02476 598080
  https://clivemark.co.uk/

The school does not operate a formal second-hand uniform shop; however, we recognise the importance of providing affordable uniform options for families. From time to time, we receive donations of pre-owned uniform items, including those passed on by students leaving the school or unclaimed items from lost property. When such items are available, we will make reasonable efforts to inform parents and carers in a timely manner about how these can be accessed. Examples of when we make these items available include Parents Consultation Day and when we hold our PRIDE assemblies.

Availability of second-hand uniform cannot be guaranteed and will vary depending on donations received.

The school also has a close relationship with Clothing Coventry, a local charity that supports families experiencing financial hardship by providing clothing and essential items. Where appropriate, we may signpost or refer families to this service to help ensure that all students have access to suitable school uniform. Families who feel they may benefit from this support are encouraged to contact the school in confidence for further information.

We also share information with parents/carers about Clothing Coventry's pop-up school uniform events as and when they happen.

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)

Students are also expected to contact Mrs. Alexander-Weller if they want to request an amendment to the uniform policy in relation to their protected characteristics.

The school encourages all students to take care of their uniform and personal belongings at all times. While we make every effort to promote a safe and respectful environment, the school cannot accept responsibility for the loss, damage, or theft of any items, including uniform or personal possessions. Students are advised to ensure their belongings are clearly named and kept with them throughout the school day.

5.12 Equipment

Students are expected to be fully equipped every day. Equipment should include:

- A suitable school bag that will both carry and protect exercise books

- Students in Years 7 – 11 must have their '5' with them every day and out at the start of every lesson:
    - A4 student organiser
    - Learning toolkit
    - Complete pencil case
    - Reading book
    - Scientific calculator

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 their child's name
- In good condition

If, in exceptional circumstances, your child cannot attend in full uniform, we ask parents/carers to contact school immediately. Parents/carers are also expected to contact Mrs. Alexander-Weller 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/carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner in accordance with the school's complaints policy.

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 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 headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt in line with our Relationships Policy (Behaviours and Rewards)

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 and the student will not miss classroom teaching because of a sanction. This is in line with the statutory guidance.

5.4 Local Governing Committee

The Local Governing Committee 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 students
- Offers a uniform that is appropriate, practical and safe for all students

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 sole suppliers.

6. Monitoring arrangements

This policy will be reviewed annually by Mrs Fawcett and Mrs Alexander-Weller. At every review, it will be approved by Local Governing Committee.

7. Links to other policies

This policy is linked to our:

- Relationships Policy (Behaviour and Rewards)
- Equality Policy for Students
- Complaints Policy

The above policies can all be accessed on our school website.