



# College Uniform Policy

Policy adopted by the Full Governing Board: 11<sup>th</sup> July 2022

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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 College uniform

### **2. Our College’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 students 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 students
- Allow all students to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all students to style their hair in the way that is appropriate for College yet makes them feel most comfortable
- Allow students to request changes to swimwear for religious reasons
- Allow students to wear headscarves and other religious or cultural symbols

### **3. Limiting the cost of College uniform**

Our College 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 the College logo) 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, worn over the jumper, features the College logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Avoiding specific requirements for items students 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 College's uniform can act as a social leveler
- Avoiding different uniform requirements for different year groups
- Avoiding different uniform requirements for extra-curricular activities
- 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 students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

## **4. Expectations for College uniform**

### **4.1 Our College's uniform**

- Black single-breasted jacket with embroidered logo
- Plain mid grey or black formal pressed trousers\* (plain black belt)
- Mid grey knee-length box-pleated skirt (no additional finishing details such as zips on pockets, patches etc.)
- Plain white shirt (button to the collar)
- Clip-on College tie with House colour
- Black formal polishable shoes (no boots, trainers, canvas shoes or steel toe caps)
- Black, grey or white socks or black tights
- Black v-neck jumper, plain (OPTIONAL)
- Black rain jacket (with logo) (OPTIONAL)
- Aprons for Art and Technology

\* Trousers must not be excessively skinny or baggy and must be worn on the waist (not low-slung) and full length. No denim; no jean-style cut (with rear pockets and rear yoke seam); no ornate decorative buttons/studs.

NOT ACCEPTABLE FOR ANY STUDENT: hooded tops, jeans, informal/skinny/stretchy trousers or leggings.

Jewellery – Eyebrow jewellery, nose, tongue and lip studs must not be worn. Only sleepers or small stud earrings may be worn. Only one per ear. Only one ring may be worn. No jewellery to be worn during PE lessons including studded earrings.

Make-up – No nail varnish is permitted or false/acrylic nails, excessive make-up (e.g. heavy or brightly coloured eye make-up, drawn on eyebrows lipstick or foundation). Students may be asked to remove make-up at the discretion of a member of staff.

Hair – hair colour should be neutral and consistent (i.e. not streaked or dipped) and avoid extremes of fashion.

## Our PE uniform

As a minimum, all students should have the College PE polo shirt and navy blue shorts with logo. The table below indicates which compulsory kit is required for all students and across all year groups.

Compulsory for lesson	Optional for lesson	Optional for sport team representation
Navy blue shorts with logo (choice of the College performance shorts or tailored shorts)	Navy blue sweatshirt with hood and logo	Studded boots
Royal blue PE polo shirt with logo	College rugby shirt with House colour and logo	Navy blue skort with logo
Shin pads (for hockey/football)	Navy blue skort with logo	
White gym socks	Navy Blue tracksuit bottoms with logo	
Trainers (not casual wear such as Converse/Vans)	Navy blue sports leggings with logo	
Navy blue long socks (for autumn/winter sports)	Astro shoes	

**Mouthguards** - are essential for body contact sports such as rugby and hockey. Properly made, they provide protection for the teeth and soft tissues and help prevent concussion. Mouthguards should be custom made from accurate upper and lower impressions of the mouth.

**Base Layers** – in cold weather, students may choose to wear a base layer technical top underneath their royal blue PE top if they wish to. The base layer must match the colour of their PE top or may be plain black or navy in colour.

**Hair, nails and jewellery** – all long hair (regardless of gender or ethnicity) must be tied back with a suitable soft item to prevent entanglement in apparatus and to prevent vision being obscured. Nails need to be sufficiently short to prevent injury to self and others. This follows the Association for Physical Education guidance. No jewellery can be worn during PE, including studded earrings. The use of tape or retainers for piercings is not permitted. All piercings must be removed for lessons.

## 4.2 Where to purchase it

Logo items can be purchased from Honiton Sport (Honiton) and Thomas Moore (Exeter).

House ties can be purchased on the College shop on the College website, as well as from Honiton Sport (Honiton) and Thomas Moore (Exeter).

Remaining uniform items can be purchased more widely from high street retailers or supermarkets.

Second hand uniform is limited and may be available via the College.

## **5. Expectations for our College 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 College premises
- Travelling to and from the College
- At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)

### **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 College uniform in a timely and reasonable manner.

Disputes about the cost of the College uniform will be:

- Resolved locally
- Dealt with in accordance with our College's complaints policy

The College will work closely with parents 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 Principal if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with as per the College's Behaviour Policy.

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.

### **5.4 Governors**

The governing board will review this policy and make sure that it:

- Is appropriate for our College's context
- Is implemented fairly across the College
- Takes into account the views of parents and students
- Offers a uniform that is appropriate, practical and safe for all students

The board will also make sure that the College'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 three years by the Principal/Vice Principal. 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
- College Home/School Agreement