



Altwood
Church of England School

Uniform Policy
2023-24

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, particularly for PE and Science lessons)
- Allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable. No extreme hairstyles are permitted – this includes shaved in logos.
- 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 the Deputy Headteacher 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 must 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 and the jumper feature the school logo. (note many items do not require a 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 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 school's uniform can act as a social leveller
- Avoiding different uniform requirements for different year / class 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/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 Uniform

Coat or Anorak:	Should be of one colour, protective and big enough to go over the complete uniform including the blazer. Reflectors may be worn for health and safety purposes. Hoodies are not to be worn. No outer garments should be worn during lesson time.
Blazer:	Regulation blazer, should be worn at all times, including appropriate House badge.
Shoes:	Should be <u>formal</u> , flat plain black leather shoes and conform to traditional "school shoes", can be polished and enclose the toe and heel footwear only; no logos. Boots or canvas shoes should not be worn. Gym shoes or trainers, should only be worn for PE. Students able to wear correct shoes, but wearing inappropriate footwear will be offered alternative black footwear from the School Office. Parents/Carers are required to inform the school if a student requires different footwear due to a medical condition. The school will try and arrange an alternative provision during break times to limit the amount of walking on site.
Socks/Tights:	Plain black socks. Black or skin-toned tights for girls. Patterned tights are not acceptable.
Shirt:	Plain white of a tailored style
Tie:	Regulation pattern, compulsory for boys
Skirt:	Years 7 to 11 – regulation skirt with green insert (to be worn no shorter than the same length as the finger tips with arms held straight by a student's side.)
Trousers:	Plain black. These should be plain and a tailored fit. Fashion trousers, hipsters, bootleg, tight fitting/skinny fit, denim, cord or trousers with extra pockets are not acceptable.
Jumper:	If a student wishes to wear their jumper it has to be the regulation black Altwood jumper with Altwood logo. No cardigans, sweatshirts or hoodies to be worn. If a student is wearing a jumper, then the blazer must be worn over it.

4.2 Our PE Kit

Girls:	Regulation black 'Altwood' badged top, black 'Altwood' badged games skort and/or plain black athletic shorts, black and green Altwood socks and/or white socks.
Boys:	Green & black Altwood badged rugby shirt and black shorts, black and green socks and/or white socks. Regulation black 'Altwood' badged top.
All:	Training shoes and football boots. Gum shields and shin pads will need to be worn for contact sports.
Optional:	Regulation black Altwood badged hoodie and plain black tracksuit bottoms.

NB: Our PE kit will be reviewed during this academic year, with the aim of significantly reducing the cost of the overall purchase.

4.3 Where to purchase it

Uniform can be purchased from the following retailers:

Goyals, 28 Bridge Street, Maidenhead, SL6 8BJ

t: 01628 639725

www.goyalmaidenhead.co.uk

Altwood School Uniforms by Goyals School Wear Suppliers in Maidenhead

goyalsmaidenhead.co.uk

School Days Direct, 20A Buckingham Avenue, Slough Trading Estate, Slough, SL1 4QA

t: 01628 665353

[www.schooldaysdirect.co.uk](http://www schooldaysdirect.co.uk)

www.schooldaysdirect.co.uk/product-category/school-uniform

In addition, non-branded items, such as trousers, shirts, shoes, etc, can be purchased from any high street store.

The school holds a small selection of 'pre-loved' uniform that is readily available and free. Equally, we are very happy to support with the financial cost of uniform if unavailable in our 'pre-loved' uniform section. Anyone who might want this support should contact the Finance Office. Families who are eligible for Pupil Premium support should contact the Finance Office.

4.4 Jewellery and Make up

Students may wear no more than one small plain and regular ear stud in the ear lobe of each ear, a wrist watch (not a "smart" watch) one plain finger ring and a small religious necklace. No other jewellery is allowed. Students wearing any other jewellery will be instructed to remove it, and may have the items confiscated, to be collected by parents/carers.

If a student were to be wearing jewellery, or clear retainers, in other piercings they will be asked to remove it/them.

Make-up is not allowed with the exception of light foundation. False nails and false eyelashes are not permitted and students will be instructed to remove these.

4.5 Electronic devices, including mobile phones, are only allowed the school site if switched off at all times. This includes both before and after school.

Students seen or heard with their phones would have them confiscated for collection by parents or carers, as per the Behaviour for Learning Policy. Photography and audio and/or visual recording will not be tolerated.

Students have access to a telephone in the case of an emergency at the School Office and must take responsibility for the safekeeping of their own phones and possessions.

N.B.

All clothes and equipment should be clearly marked with the owner's name. Whilst the School takes reasonable care to protect property, it cannot be held responsible for loss or damage. This is particularly relevant to any items of non-school uniform that may be worn. Parents/carers are advised to make their own insurance arrangements for property and for accidental injury.

5. Expectations for our School Community

5.1 Students

Students are expected to always wear the correct uniform (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 Headteacher 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/carers are also expected to contact the Headteacher 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 adhering to the School Complaints Procedure. Disputes about the cost of the school uniform will be:

- Resolved locally
- Dealt with in accordance with our school's Complaints Procedure

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. 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 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 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 Governing 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 the Senior Leadership Team. At every review, it will be approved by the Full Governing Board.