



CANSFIELD

ACHIEVING EXCELLENCE TOGETHER

Uniform Policy

<u>Approval Date</u>	24 th November 2022
<u>Policy Review Date</u>	September 2023
<u>Chair of Governors</u>	
<u>Headteacher</u>	

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 the 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' 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, the jumper, tie and the school skirt (note that school trousers do not require a logo), feature 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 leveler
- Avoiding different uniform requirements for different year / class groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling 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 Uniform

A royal blue blazer	With embroidered school badge. This should be worn at all times unless otherwise directed by the Headteacher.
A white shirt	Tucked in and buttoned to the neck at all times.
A school tie	With the Cansfield lion worn under the knot.
Black school trousers	These should be plain and a tailored fit. Fashion trousers, hipsters, skinny fit, denim, cord or trousers with extra pockets are not acceptable.
Black school skirt	Skirts must be the logo skirt only (available from stockist). The Cansfield Lion emblem embroidered at the top of one pleat should sit just below the waistline and be visible when the blazer is not worn.
Socks	They should be <u>black</u> .
Tights	Plain black only. Patterned tights are NOT acceptable.
Shoes	Should be <u>formal</u> flat plain black leather shoes that can be polished and enclose the toe and heel. Trainers, or shoes of trainer like appearance, leisure shoes, pumps and canvas shoes are not acceptable even if they are black.
Black 'V' necked jumper (optional)	With the school badge embroidered on it – cardigans are not allowed. This is optional and does not replace the blazer.
Outdoor coats	Should be of one colour, protective and big enough to go over the complete uniform including the blazer.

4.2 Our PE Kit

Black polo shirt with blue trim
Black shorts/skort with a blue trim
Trainers (NO pumps or canvas/converse pumps)
Black base layer (optional)
Black football socks
A black reversible rugby shirt with a blue trim
Shin pads
Black hooded sweatshirt with blue trim
Football/rugby boots
Leggings (optional)

NB: Our PE kit is currently under review, with far fewer options and significantly reducing the cost of the overall purchase.

4.3 Where to purchase it

Uniform can be purchased from the following retailers:

- Slaters, Wigan
- Sportsline, Ashton in Makerfield

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

The school holds a 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 Headteacher.

5. Expectations for our School Community

5.1 Pupils

Pupils 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 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 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. 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 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

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 single supplier contracts and by re-tendering contracts at least every 5 years.

6. Monitoring arrangements

This policy will be reviewed annually by the Business Manager. At every review, it will be approved by the full governing board.