



Benedict Biscop CE Academy

UNIFORM POLICY

Review Date:	Autumn 2018
Next Review Due:	Autumn 2020
Person in Charge:	Headteacher
Governance:	Chair of Governors

The quality of relationships between all members of school staff and pupils, and the relationship with parents and carers is the area that is most commonly associated with the ethos of a church school. It is expressed in the terms of sharing and caring. Jesus was clear in his instructions to the disciples on this matter.

'Love your neighbour as yourself' – Matthew 22:39.

'This is my commandment: love each other' - John 15:17.

Everyone associated with the school is made in the image of God and is to be loved. This is the commandment from which Benedict Biscop Church of England Academy derives its policy for pastoral care.

We have a series of overlapping networks of relationships, which includes governors, staff, children, parents, church members, and members of the community which the school seeks to serve. Our pastoral work will strive to meet the significant challenge to create and maintain such networks in ways which reflect the Gospel. Those who are in leadership roles, which includes all who have a particular responsibility, ensure that by their personal example they set the highest standards expected.

It is from this premise that Christian love will pervade all aspects of life at Benedict Biscop C.E. Academy. It will influence how we reward and teach discipline. It will affect how we value work and the achievements of pupils and staff. It will be seen in the way in which the school environment is created and cared for, in the way in which the needs of pupils, parents, and community are met, and in the way in which teaching and non-teaching staff work together effectively as a team. Pastoral care pervades all aspects of school life and therefore will be reflected in the way the school is organised and the policies are written and implemented.

This policy is part of our pupil welfare and safeguarding system.

The members of LGB of Benedict Biscop C.E. Academy, in consultation with pupils, parents and the wider community has determined that the wearing of school uniform is vital for pupil development and the conduct of the school, promoting our high expectations for all.

Principles of the Trust policy:

Academy uniform plays a valuable role in contributing to the ethos of a school and setting an appropriate tone.

The wearing of uniform can:

- encourage identity and support for the school and instill a sense of pride.
- support positive behaviour management and discipline

- protect children when off site and make them easily identifiable to staff.
- ensure pupils of all races and backgrounds feel welcome;
- protect children from social pressures to dress in a particular way;
- nurture cohesion and promote good relations between different groups of pupils.
- support effective teaching and learning.

The members of LGB of Benedict Biscop CE Academy have ensured that its school uniform policy is fair and reasonable. It has ensured that the uniform chosen is affordable and does not act as a barrier to parents when choosing a school. The Academy has regard to its obligations under the Human Rights Act 1998 and anti-discrimination legislation.

Considerations in determining the Academy policy:

The members of LGB will consider:

- the concerns of any groups about the proposed policy, and whether the proposed policy amounts to an interference with the right to manifest a religion or belief, and whether it is discriminatory. The Academy will weigh up the concerns of different groups and it might not be practical to accommodate fully the concerns of all groups
- the timeframe for introducing a new uniform policy or amending an existing one. Factors will include the length of time before the pupil leaves the Academy and whether expensive items are frequently purchased second hand, or passed on to siblings
- a transitional period for phasing out the old uniform and introducing the new one
- the cost and availability of non-standard sizes
- the cost of including branded items and items in unusual colours/shades before insisting they must be worn, and continually reviewing the cost of these items
- the points made by respondents, and the decisions taken in weighing up competing points of view.

The members of LGB have decided that the needs of individual groups are outweighed by factors such as: **health and safety and safeguarding of children's welfare**

- the Academy has a right to expect that long hair can be safely tied back for work in learning activities such as cookery, technology, art, physical education and any other situations where a risk assessment deems it to be placing individuals at risk.

The Academy consider it is reasonable to ban pupils from wearing jewellery as it considers that this poses a risk of injury, or has the potential to place a pupil at increased risk of bullying and harassment.

- Members of Local Governing Body have considered that a suitable watch may be worn throughout the day but must be removed in learning activities where it is deemed to be a health and safety risk [such as cookery, physical education, technology, art and any other

situations where a risk assessment seems it to be placing individuals at risk.] This must not incorporate any mobile technology where pupils/staff can be recorded or images taken.

- the Academy needs to be able to identify individual pupils in order to maintain good order and identify intruders easily and therefore aspects of uniform must be worn for learning beyond the classroom eg a Benedict Biscop CE Academy PE t-shirt and track suit for visits to sports facilities
- teaching and learning: if a pupil's face is obscured for any reason, the teacher may not be able to judge their engagement with learning, and to secure their participation in discussions and practical activities, therefore this will not be acceptable
- protecting young people from external pressure to wear clothing they would not otherwise choose to adopt, protecting them from harassment, and from having to adopt dress codes associated with extreme or anti-social elements in the wider community, including styles and colours of clothing associated with gangs;
- promoting a strong, cohesive, school identity that supports high standards and a sense of identity among pupils: if some children look very different to their peers, this can inhibit integration, equality and cohesion; **therefore the members of LGB have decided that the adopting of fashionable hair colour and styles is forbidden, which includes shaved patterns and extreme styles. Natural hair colour is only acceptable, the wearing of makeup and nail varnish is also forbidden.**
- promoting harmony between different groups represented in the school is essential

The members of LGB will publicise the uniform/appearance policy on our school website, in the school prospectus and in school rules. Rules on wearing Academy uniform will be included in the home school agreement. Pupils and parents/carers will receive information that makes them aware of the Academy's expectations before they are required to express a preference for our school, where the Academy has been contacted by the prospective parents.

The members of LGB will consider once the uniform/appearance policy has been agreed, any request that is made to vary the policy:

- to meet the needs of any individual pupil to accommodate their religion or belief;
- to meet the needs of an individual pupil because of temporary or permanent medical conditions. For example, pupils with some skin conditions may be unable to wear specific fabrics, and pupils with foot or leg injuries may be unable to wear school shoes.

The members of LGB will cross reference the Academy uniform/appearance policy against other relevant Academy policies [such as the behaviour policy].

The Governors will consider appropriate insurance cover.

Cost of Academy uniform /Best Value will be a driving factor in decisions to appoint companies.

The members of the LGB has decided in consultation with parents to source the uniform from a reputable company [which shall be reviewed every 3 years] ensuring best value for the parents at all

times. The cost of supplying the uniform will be reviewed every 3 years by comparing different companies. Consideration will be given to locally sourced providers and those adhering to fair trade in order that we can promote sustainability which underpins our ethos. This will help to prepare young people to live in a world where globalisation of markets, massive changes in our environment, and limits on natural resources, require different attitudes, skills and behaviours.

The members of the LGB of Benedict Biscop CE Academy have given high priority to cost considerations when designing the school uniform, in accordance with the DFE guidance. The uniform company chosen is regulated and no profit is made by the school. There is a small amount of uniform kept in school to allow parents greater flexibility in determining when they need new uniform and so can keep purchases to a minimum. The members of the LGB have ensured that the bulk of the uniform chosen is widely available in high street shops and other retail outlets, and internet suppliers. Identifiable items with the school logo are available from school.

The members of the LGB of Benedict Biscop CE Academy will ensure that any major changes to the uniform or to an established policy will be consulted upon widely. As well as current pupils and parents/carers, prospective pupils and parents/carers will be included in any consultation, where possible. Consultations will also include representatives of different groups in the wider community, such as community leaders representing minority ethnic and religious groups, and groups representing pupils with special educational needs or disabilities and will consider how the proposed uniform policy might affect each group represented in the school.

The Headteacher will consider any request, in confidence, from any parent for support with the purchase of school uniform.

The uniform may be ordered on line through the provider.

Home to school travel

Our school will encourage children to walk and cycle to school and give consideration to this when determining the design and style of uniform. School uniforms are often quite dark, making it difficult for children to be seen by drivers especially during the winter months. The members of the LGB and school council will consider the benefits of including light colours and reflective materials (and recommend the wearing of high visibility items) as part of the school uniform policy to ensure that children are able to walk and cycle safely throughout the year.

Human Rights issues

The Human Rights Act 1998 protects the right to 'manifest one's religion or beliefs'.

Various religions and beliefs require their adherents to conform to a particular dress code, or to otherwise outwardly manifest their belief. Some religions require adherents to wear or carry specific religious artefacts, others may hold a belief that they should not cut their hair, and a number of religions require their followers to dress modestly, for example, by wearing loose fitting clothing, or covering their head.

It may be possible for many religious requirements to be met within our school uniform policy and the school will act reasonably in accommodating religious requirements and make a decision on every case at the time.

However, parents should note that the freedom to manifest a religion or belief does not mean that an individual has the right to manifest their religion or belief at any time, in any place, or in any particular

manner. Our school uniform policy that has the effect of restricting the freedom of pupils to manifest their religion may still be lawful, so long as this interference with pupils' rights is justified on grounds specified in the Human Rights Act. These include health, safety and the protection of the rights and freedoms of others. In fulfilling its obligations, the members of the LGB may have to balance the rights of individual pupils against the best interests of the school community as a whole. Where a school has good reason for restricting an individual's freedoms, for example, to ensure the effective delivery of teaching and learning, the promotion of cohesion and good order in the school, the prevention of bullying, or genuine health and safety or security considerations, then the restriction of an individual's rights to manifest their religion or belief may be justified.

Equality and discrimination issues

In formulating a uniform/appearance policy, the school has considered its obligations not to discriminate unlawfully on the grounds of sex, race, disability, sexual orientation and religion or belief.

Race equality policy

The school has considered its uniform/appearance policy in the context of its Single Equality Duty [2014] ; its obligation to promote equality of opportunity between pupils of different racial groups; and the requirement to assess the impact of school policies on pupils drawn from different racial groups.

Non-compliance with a school's uniform/appearance policy, and school rules

The Headteacher can discipline a pupil for breach of uniform/appearance policy. Where a pupil repeatedly refuses to comply with school uniform policy even if they do not otherwise display poor behaviour, we believe that exclusion could be an appropriate response, depending on the circumstances of the case.

The Headteacher or a person authorised by the Headteacher may ask a pupil to go home briefly to remedy a breach of the school's rules on appearance or uniform. This will not be for no longer than is necessary to remedy the breach. This is not an exclusion, but an authorised absence. However, if the pupil continues to breach uniform rules in such a way as to be sent home to avoid school, or takes longer than is strictly necessary to effect the change, the pupil's absence may be counted as unauthorised absence. In *all* such cases parents must be notified and the absence should be recorded. When making this decision, the child's age, vulnerability, how easily and quickly the breach can be remedied, and the availability of the parent, will need to be considered. If the pupil then repeatedly infringes the school's rules on uniform or appearance, this may constitute a disciplinary offence and may be grounds for exclusion.

Where a pupil is not adhering to school uniform policy, a school should be considerate and discreetly try to establish why not. There may be good reasons why a pupil is not attending school in the correct uniform. For example, their uniform may have been lost, stolen or damaged. Sending the pupil home or excluding them may not be appropriate in every case. If a pupil is not wearing the correct uniform because their parents are in financial difficulties, a school should be sensitive to the needs of the pupil. The Academy will give parents time to purchase the required items and/or consider whether a school or local authority clothing grant can be supplied. A pupil should not be made to feel uncomfortable, nor discriminated against, because their parents are unable to provide them with the required items of school uniform.

School Uniform /Appearance – this information is specifically sent to parents annually

Our school uniform is blue and grey.

We recognise that children need comfortable hard-wearing clothes for school, which are easy to wash. Our Governors, parents and children have opted for the following as being practical.

- Dark grey skirt /tunic [no more than 5 cm above or below the knee],
- Dark grey or black tailored trousers [not fashion trousers]
- Dark grey or black tights or three quarter socks [grey or white] may be worn with the skirts, dresses or tunics
- Grey or black socks to be worn with trousers
- School sweatshirt or sweat cardigan [with embroidered school badge]
- White school polo shirt [with embroidered school badge]
- In Summer, a blue gingham dress may be worn with white socks
- School fleeces and warm coats with reflector strips are available to order.

High quality school sweatshirts, cardigans, cotton polo shirts, fleeces and coats with the school badge are available for you to order in the School Administration Office or direct with the company on the web site.

Please see the School Administrator for current prices and order forms.

For Health and Safety reasons we ask that children wear plain, dark [preferably black], sensible, flat heeled shoes for school- sandals, trainers and boots are not suitable for wearing throughout the school day so indoor shoes are required to change into. In wet weather children need indoor and outdoor shoes.

Any variation of the above may be accommodated by prior discussion with the Headteacher in relation to meeting individual needs through religious practices and special needs.

The Headteacher has the right to prohibit the wearing of certain types of clothing or particular items which are deemed on safety or other grounds, to be unsuitable for wear in school. Denim jeans or chino trousers are not suitable clothing and should not be worn.

- Logos on jumpers and tee shirts other than the school badge should not be worn.
- Offensive logos or badges should not be worn on any clothing or on bags brought to school • Sports badges eg adidas etc may be worn on outdoor or sports clothing.

The members of LGB have decided that the adopting of fashionable hair colour and styles is forbidden. Shaved hair, including patterns and extreme hairstyles are not acceptable in school. Natural hair colour only is acceptable. Hair should normally be tied back. In certain lessons, [i.e. PE and cookery, art etc] all children with shoulder length hair must tie it back for health and safety reasons.

The Academy considers it is reasonable to ban children from wearing jewellery as it considers that this poses a risk of injury, or has the potential to place a pupil at increased risk of bullying and harassment. Children are allowed to wear a sensible watch which encourages them to learn to read the time. The wearing of any other jewellery is forbidden. The wearing of makeup, including nail varnish is forbidden.

Academy P.E. Uniform

Indoor - blue shorts and blue school [with badge] T-shirt, gym shoes must be worn for indoor PE.

Outdoor – track suit, football kit, trainers or football boots. Suitable footwear, ie trainers or football boots.

It is essential that all children bring their PE clothes on a Monday in a drawstring bag, which can fit on a peg in the cloakroom. All children are expected to join in the PE lesson. Exceptions are only made when a medical certificate or note is provided.

Any variation of the above may be accommodated by prior discussion with the Headteacher in relation to meeting individual needs through religious practices and special needs.

Personal Belongings

Your child is encouraged to take responsibility for their personal belongings. **Everything** your child brings into school i.e. bags, clothes, books - should be clearly marked with your child's name. If you forget to label a child's possessions then we reserve the right to write a child's name on their property, to avoid spending unnecessary time, sorting out personal belongings during valuable school time.

We operate a lost property system which you are encouraged to call in and check.