

# Uniform policy

Pendle Vale College



<b>Approved by:</b>	Governing Body	<b>Date:</b> June 2022
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## Contents

1. Aims .....	2
2. Our school’s legal duties under the Equality Act 2010 .....	2
3. Limiting the cost of school uniform .....	2
4. Expectations for school uniform .....	3
5. Expectations for our school community .....	4
6. Monitoring arrangements .....	5
7. Links to other policies.....	5

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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 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 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 school yet makes them feel most comfortable
- Allow students to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking students or their parents to get in touch with Mr Blackburn, 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 have to 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

- Considering cheaper alternatives to school-branded items, 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 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 school uniform

##### 4.1 Our school's uniform

###### Uniform

- Trutex full length black trousers with the college logo, or a Trutex pleated knee length Black skirt with college logo worn with black tights.
- Plain white shirt with buttons to the collar tucked in
- Trutex black blazer with PV lapel logo and blue lining.
- Black socks should be worn.
- Black head scarves are permitted with no decoration.
- **Tie** - Diagonal striped in PV colours
- **Jumper/Cardigan** (optional) Plain black with blue piping "Performa" brand.
- **Shoes** - Leather/Leather-look plain black without sports or other logos. No trainers/pumps/boots - girls should wear flat shoes with no additional decoration.

**Leggings are NOT allowed.**

###### PE Uniform

###### Compulsory items

- PV Training Top – long sleeve or short sleeve
- PV Shorts or Tracksuit bottoms
- PV Hoodie
- PV Socks

###### Optional Items

- PV Waterproof Training Top
- Girls are expected to take part in all sporting activities if they need to purchase a sport's head scarf to do this please can this be black or royal blue in colour.

**Students are not permitted to wear any other base layers both under tops or shorts that are not Pendle Vale Uniform.**

###### Hair, Makeup & Jewellery

Students are expected to wear hair in a neat and acceptable style. Hair should be appropriate for College. No stripes, tracks or lines, shaved heads or patterns in hair or eyebrows. Hair should not be dyed and should be a natural colour. If long hair is tied back this should be with plain, black, fasteners.

The only jewellery permitted is a watch (no smart watches/ sports watches) and one single pair of plain ear studs (not hoops, rings, flesh tunnels) worn in each ear bottom lobe, not in other areas of the ears. **NO other jewellery is permitted.** Tattoos or henna (permanent or semi-permanent) should not be visible. Coloured nail varnish and false nails are not allowed. No false, acrylic, gel or shellac nails. No false eyelashes.

#### **4.2 Where to purchase it**

All uniform unless stated otherwise can be obtained from one of the official uniform suppliers which can be found on the College website.

### **5. Expectations for our school community**

#### **5.1 Students**

Students are expected to wear the correct uniform at all times 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 their Head of Year 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 their child's Head of Year 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.

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 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 Head of Year if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Head of Year.

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

#### **6. Monitoring arrangements**

This policy will be reviewed annually by the Headteacher. At every review, it will be approved by the full Governing Body.

#### **7. Links to other policies**

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy