

**BARLBY
HIGH
SCHOOL**



Barlby High School Uniform Policy

Reviewed on:	12.05.22
Reviewed by:	AMG, Head teacher
Approved by (Committee):	*****



Contents

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

1. Aims

This policy aims to:

- Set out the school's approach to uniform requirements ensuring it is of reasonable cost and offers the best possible 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 the school's expectations regarding 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 during lessons such as Food Technology and PE in line with Health and Safety requirements)
- Allow all students to style their hair in a way that is appropriate for school but also makes them 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 the Pastoral Vice Principal, who will 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 possible value for money for parents/carers

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary and limiting these where possible
- 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, provided doing so doesn't compromise quality and durability

- Avoiding specific requirements for items students could utilise outside of school hours 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/house 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 in order to minimise the financial impact of any changes on parents and carers
- Going forward any proposed significant changes to the uniform policy will be made in consultation with students, parents and carers and with careful consideration for any complaints about the policy

4. Expectations for school uniform

4.1 Our school's uniform

- **Navy Blazer** with school logo
- **Slipover** with school logo in navy (optional)
- **White shirt**, loose fitting with stiff pointed collar to be worn with the top button fastened with a tie
- **Tie** with maroon/navy stripe
- **Trousers** must be formal style and black (not skin tight, jeans/denim/cargo/chino/legging-style)
- **Socks** must be black
- **Shoes** must be plain black leather-look flat shoes. Trainers, canvas or branded shoes are not permitted. Ankle boots may be worn under school trousers
- **Kilt** optional
- **Tights**, if wearing the kilt must be black
- **Hair** must be a natural colour and style
- **Make-up**, if worn should be discreet
- **Jewellery**, earrings if worn are restricted to stud style, one plain watch may be worn. No other forms of jewellery will be allowed apart from in exceptional circumstances for example medical jewellery

Students have been asked not to wear hoodies and non-uniform jumpers in school and instead to wear a coat over their blazers to keep them warm as they are walking around the school site.

4.2 Where to purchase the uniform

Uniform can be purchased from Classroom Clothing, Selby or via our Second Hand Clothes Shop ran by Friends of Barlby High School

5. Expectations for our school community

5.1 Students

Students are expected to wear the correct uniform at all times (with the exception of 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 (where required)

If students wish to request an amendment to the uniform policy in relation to protected characteristics they should speak to the Pastoral Vice Principal.

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 Pastoral Vice Principal 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, if the situation does not improved in will be dealt with by the Head teacher
- Ongoing breaches of our uniform policy will be dealt with by the Student Support Team, following the behaviour policy where necessary
- In cases where financial hardship has resulted in a student not complying with the uniform policy staff will take a mindful and considerate approach when resolving the situation

5.4 Governors

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

- Is appropriate to the school

- Is implemented fairly by staff across the school
- Takes into account the views of students, parents and carers
- Offers a uniform that is 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 no less than every 5 years.

6. Monitoring arrangements

This policy will be reviewed annually by the Head teacher and the Pastoral Vice Principal and then signed off by the Local Governing Committee.

7. Linked policies

This policy is linked to our:

- Behaviour Policy
- Equality Objectives
- Anti-Bullying Policy
- Complaints Policy and Procedure

Please visit our website or contact the school for more information.