



Uniform Policy

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Reviewed by	Mrs Catherine Miller, Head of School
Approved by	Dr Julie Smith, Chair of Governors

UNIFORM POLICY

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Introduction and Purpose

This is the Uniform Policy of Conifers House School

This policy is available in hard copy on request from the Head of School.

Scope

This Policy is consistent with the Conifers House School Equal Opportunities Policy and applies equally to all pupils, irrespective of their sex, gender reassignment, race, disability, sexual orientation, pregnancy and maternity or religion or belief or special educational needs, subject to considerations of safety and welfare.

Legislation and Regulation

This Policy has been prepared to meet the school's responsibilities under the Equality Act 2010

This Policy has regard to the following guidance and advice:

- a) Special educational needs and disability code of practice: 0 to 25 years (DfE, January 2015).
- b) Technical guidance for schools in England (Equality and Human Rights Commission, July
- c) 2014).
- d) School admissions code: Statutory guidance for admission authorities, governing bodies,
- e) Local authorities, school's adjudicators, and admission appeals panels (DfE, December 2014).
- f) Exclusion from maintained schools, academies, and pupil referral units in England: Statutory guidance for those with legal responsibilities in relation to exclusion (DfE, September 2017).
- g) School uniform: Guidance for governing bodies, school leaders, school staff and local authorities (DfE, September 2013).

Uniform Requirements

We encourage pupils to wear uniform at all times during the day and when travelling to and from the school and on educational visits.

All items of uniform and PE kit must be clearly labelled with pupil's first name and surname. Please see Appendix 1 for the school's uniform requirements.

Symbols of Faith

Certain items of jewellery, such as the Kara bangle, and certain items of headwear, such as the turban and headscarves may be worn by pupils when doing so is genuinely based on manifesting religious or racial beliefs or identity. This is subject to considerations of safety and welfare, and the school's existing uniform policy principles are set out in Appendix 1.

Where there is uncertainty as to whether an item may be worn under this section, the issue must be referred by the pupil or the pupil's parents to the Head of School, whose decision will be final, subject to the complaints procedure set out in the Conifers House School Complaints Policy.

Disabled Pupils

Reasonable adjustments may be required to the uniform for disabled pupils who require them.

The pupil or his / her parents should refer the matter to the Head of School to ensure all reasonable adjustments are made to accommodate the pupil.

Valuables

The school cannot take responsibility for damage, loss, or theft of any valuable items.

Responsibilities

The following responsibilities apply in relation to this policy:

- The Head of School has overall responsibility for the correct implementation of this policy

Monitoring and Compliance

The Uniform Policy will be monitored within the school by the Head of School reporting to the Board of Directors.

Appendix 1: Conifers House School Uniform Requirements

School uniform plays a valuable role in contributing to the ethos of the school that seeks to promote a spirit of identity and community cohesion through the wearing of a uniform that is affordable and widely available.

Our uniform consists of:

- Sky-blue polo shirt with the school logo,
- Blue sweatshirt with the school logo,
- Black or grey trousers, shorts, or skirt.

For PE, pupils are required to wear:

- Sky-blue polo or T-shirt with the school logo
- Black shorts or tracksuit bottoms (or similar). Sensible shoes or trainers.

Warm Weather Uniform Guidelines

When the weather is warm knee length black or grey shorts are permissible for boys and culottes for girls.

No spaghetti strap tops.

If skirts are above the knee the pupil will need opaque tights.

Appendix 2: DFE Guidance Document

Cost

[The Department for Education's \(DfE\) Guidance for Schools](#) highlights the importance of the cost of uniform and that policies regarding school uniform do not discourage parents from applying to a school of their choice because of cost. Schools will therefore be expected to consider the needs of every group and any existing suppliers of school uniform.

In sourcing school uniform, each school should be able demonstrate how best value has been achieved i.e. keeping compulsory branded items to a minimum and where possible the parents' availability to purchase these from supermarkets.

Where suppliers are used, single service contracts and cash back arrangements should be avoided, and any savings negotiation should be passed on to the parents. Details of where uniform can be purchased should also be set out in Appendix 1 of the above Policy.

Academies are also expected to keep the cost of supplying the uniform under review.

Equality

The school should widely consult on its proposed uniform policy or any changes to an established policy and document the consultation process undertaken, and the decisions taken in weighing up competing points of view. To minimise the risk of wider challenge the school may wish to seek input from relevant religious communities and/or authorities to demonstrate that it has fully considered the issues.

In determining a uniform policy, schools may decide that the needs of individual groups are outweighed by factors. This may include health and safety, security, teaching and learning, protecting young people from external pressures promoting a strong, cohesive school identity that supports high standards and a sense of identity among pupils, as well as the need to promote harmony between different groups represented in the school. The school must balance the rights of individual pupils against the best interests of the school community as a whole.

Noting the school's obligations under the Equality Act 2010 (Act), many schools have chosen to adopt a neutral or flexible policy i.e. which permit girls to wear trousers instead of skirts. Academies will need to carefully consider any requests from pupils to vary the Policy, and particularly from those who have any of the listed protected characteristics under the Act, including but not limited to disability, religion, and gender reassignment (or transgender).

Requests must be reasonable and should be put in writing to the headteacher. Requests should be considered on a case-by-case basis and with reference to the circumstances and we recommend that any decisions and the reasons for these are documented by the headteacher appropriately.

Challenges to the Policy that cannot be resolved should be escalated using the Parental Concerns and Complaints Policy, however academies may also wish to consider what insurances are in place to meet any claims which may subsequently arise out of a parental complaint.

Non-Compliance

The DfE's non-statutory guidance on school uniform (September 2013) sets out the school's right to discipline pupils for breaching rules on appearance or uniform, provided that it is in accordance with the school's published behaviour policy. This includes the headteacher's (or person authorised by the headteacher) right to ask the pupil return home to remedy the breach. If a pupil is asked to return home

to remedy the breach, the DfE is clear that this is not an exclusion but should be considered as an authorised absence. If, however, the pupil breaches the Policy in such a way as to be sent home to avoid school, the pupil's absence may be considered as an unauthorised absence.