

**Policy/Author: P Pavey, Vice Principal
School Uniform and Appearance Policy**

Version: 1

Date: July 2022

Review Date: June 2024



Principal

Ratified by Trust on: 14th July 2022



Chair of Trustees



Smithills School Uniform and Appearance Policy.

Injustice, discrimination, and intolerance go against Smithills School's core values and vision of 'Success for All.'

We actively reject discrimination in our school through confronting discrimination, should it occur, and through regular reviews of our working practices and policies at all levels, including trust level. We are committed to developing and supporting inclusivity, diversity and anti-racism in every facet of what we do.

This policy, and expectations set out within this policy, will be applied with full consideration of our pupils' cultural, social, religious background, sex and gender identity.

Objectives of the Uniform and Appearance Policy

Smithills School Uniform and Appearance Policy has full regard for the Department for Education's Guidance on School Uniform (September 2013, and the update September 2021) in which the DfE strongly encourage schools to have a uniform as it can play a valuable role in contributing to the ethos of a school and setting an appropriate tone.

There are five objectives behind the Uniform and Appearance Policy:

1. Equality
2. Unity
3. Wellbeing
4. Self-Discipline and Respect
5. Excellent Outcomes

These outcomes underpin the school's values of independence, excellence and community.

Equality

Having a Uniform and Appearance Policy removes the potential for a socio-economic and cultural divide and divisions caused by sex or gender identity. The policy thereby fosters an unprejudiced culture in the school. It places pupils from a range of backgrounds on a level footing amongst peers from their first day on roll.

Unity

Having a Uniform and Appearance Policy improves cohesion and creates a sense of belonging to a school community. It reduces superficial distractions thereby creating a sense of unity and purpose (this is an essential element of successful collaboration) in the classroom, in the playground and when travelling to and from the school. As a result of this sense of unity, pupils feel proud to be part of Smithills School and want to represent themselves and the school in the best possible light.

Wellbeing

Having a Uniform and Appearance Policy makes it possible for pupils to build relationships through genuine networking skills and interests rather than popularity. It

reduces the opportunities for cliques or negative group identities to form and/or be brought into school. Pupils' self-confidence is increased when they do not feel pressured to wear certain types of clothes or have the latest haircut and the opportunities for bullying are significantly reduced. Pupils are valued for their character and achievements rather than appearance.

Self-Discipline and Respect

Having a Uniform and Appearance Policy means that pupils engage with their education before they even arrive at the gates. It requires self-discipline and organisation to consistently adhere to any policy, daily, and the self-discipline becomes habitual and is gradually transferred to other aspects of education, including behaviour and study skills. Thus, supporting the pupil to develop independence.

Excellent Outcomes

If pupils' appearance is equal, they are united in their purpose, feel safe and valued are self-confident, self-disciplined and respectful then they acquire the foundational skills and sense of self required for success. Having a Uniform and Appearance Policy, as well as contributing to this foundation, leads to excellent outcomes because the collective focus is on teaching and learning; potential distractions have been removed from the classroom environment and time is not lost dealing with any potential issues related to appearance.

Support for parents in acquiring the school uniform

The school will support parents who may require assistance in purchasing uniform for their child or children. This may take the form of:

1. Gifting items from the pre-loved uniform facility
2. Purchasing the item for the family, this will be done on a case-by-case basis in cases of exceptional hardship
3. Arranging a repayment scheme in cases of exceptional hardship.

The school operates a pre-loved uniform facility, whereby parents and pupils can donate items of uniform which they no longer require to the school to gift to other pupils. This is located in the Pastoral office. If parents wish to enquire about items in the pre-loved uniform facility, they should contact the school's reception who will notify the appropriate member of staff.

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 broadly 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 request appropriate changes to swimwear for religious or cultural reasons
- Allow pupils to wear headscarves and other religious or cultural symbols as approved by Principal
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with the student's Director of Learning, who can answer questions about the policy and respond to any requests

Expectations for our school community

Pupils

Pupils are expected to wear the correct uniform at all times (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.

Pupils are also expected to contact their Director of Learning if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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 and clearly labelled with the child's name
- In good condition

Parents are also expected to contact their child's Director of Learning 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.

Staff

Staff will closely monitor pupils to make sure they are in the correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply but will follow up with the Principal if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the school's behaviour policy. 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.

Trustees

Trustees 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.

Trustees 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.



Smithills School Uniform and Appearance Expectations

It is expected that all pupils will travel to and from Smithills School every day in neat, clean uniform as specified below, giving the clear message that our pupils take pride in belonging to Smithills School. Any pupil who breaks a condition of the Smithills School Uniform and Appearance Expectations will receive a sanction in line with the behaviour policy and may be sent home, removed from normal circulation, or placed in the Behaviour/Learning Support Unit (Reintegration).

As per the Home School Agreement, parents/carers must support their child in adhering to this policy. It is strongly recommended that parents/carers are present when uniform is purchased and haircut appointments take place.

The School's uniform supplier is:

Smart Clothing and Smithills School

Item	Expectation
Blazer with Smithills Badge on it	<ul style="list-style-type: none"> The blazer must be worn at all times. Please note, pupils will be advised when they are permitted to remove blazers outside of the classroom due to weather conditions.
Grey pleated skirt or trousers	<ul style="list-style-type: none"> Knee length skirts may be worn Full length trousers must be worn on the waist. Pupils may wear full length trousers with a pleated skirt (no leggings)
Black belt	<ul style="list-style-type: none"> Only black belts with a small, plain buckle are permitted. Belts must be worn inside belt loops
White Shirt	<ul style="list-style-type: none"> Must be tucked into the skirt or trousers with all buttons done up
School jumper- KS3 grey KS4 black	<ul style="list-style-type: none"> This is an optional item if pupils wish to wear an additional layer to keep warm
Plain white, grey or black socks /black or grey tights	<ul style="list-style-type: none"> If wearing a skirt, socks must be white, grey of black and knee or ankle length If wearing trousers, socks must be white, grey of black and ankle length Trainer socks are not permitted
Flat black leather shoes	<ul style="list-style-type: none"> Shoes must be plain, smart and business like; they must not look like a trainer or plimsoll Shoes should not be suede or have any coloured stitching or any embellishments Boots must not be worn The school retains the final decision on whether a shoe is in line with the policy
Hair	<ul style="list-style-type: none"> Hair must always be kept off the face and not fall below the eyebrows Hair that falls below the collar should be tied back



	<ul style="list-style-type: none"> • For hair that falls below the collar and cannot be tied at the back of the head, a larger headband should be used to keep the hair in one unit • Distinct shape-up/shaping of the hairline is not permitted and there should be no hair markings or shapes cut into the hair • There must be no distinct contrast (including 'step') between the top, the back and the sides of the hair; any short sides and back must be blended gradually into the top of the hair • Black hairbands may be used to tie hair back but must not be worn on the wrist • Hair must be the pupil's natural colour • Eyebrows must not be shaved or have any markings in them • Facial hair must be clean shaved or natural • The school retains the final decision on whether hair, including facial hair, is in line with the policy
Jewellery	<ul style="list-style-type: none"> • No jewellery is permitted, except for a single/pair of small, plain, round gold or silver stud earrings in the lobe of the ear • Diamante stud earrings are not permitted. No other form of body piercing is allowed A watch may be worn providing its only function/feature is telling the time e.g. no smartwatches, watches with alarms or sound effects, watches with calculators or video/audio recording capability • Jewellery and watches must be removed before all P.E. lessons • Watches need to be removed for all external exams in line with the JCQ guidance
Head covering	<ul style="list-style-type: none"> • Faces must always be fully visible; full or partial face coverings are not permitted

PE Uniform

Item	Expectation
School PE top	To be worn in all PE lessons with the exception of swimming
School PE short	To be worn in all PE lessons with the exception of swimming
School Socks	To be worn in all PE lessons with the exception of swimming
School PE training coat	This is an optional item that pupils can wear during the winter months for outdoor activities.
Trainers	PE staff will advise pupils on what activities trainers are required for
Football boots	PE staff will advise pupils on what activities football boots are required for
Roll on deodorant	Spray deodorants are not permitted
Bottle of water	Should be refilled outside of lesson times i.e. before school, break, lunch or after school.



Additional Items and Issues

- Pupils must adhere to the Uniform and Appearance Policy on the way to and from the school site.
- Uniform exceptions may be made by the Principal, but only where this is required as a matter of sincere religious observance. The Principal's decision is final.
- Underclothing, including thermals and vests, must not be visible.
- No make-up or nail varnish may be worn. Lip balm can be used but must not alter the natural appearance of the lips and must never be applied during lessons.
- Pupils may not write or draw on their skin, this includes having permanent or temporary tattoos that are visible.

The Principal has ultimate discretion in establishing what is and is not acceptable.