



Chesterton Community College

Uniform Policy

September 2024

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Document Control

| New Version Number | Key changes from previous version | Date of ratification |
|---------------------------|--------------------------------------------------------------------------------------------------------------|-----------------------------|
| 1 | 4.1 - numbers 5,6 and 7 updated to reflect changes to PE kit | |
| 1 | 8.1 - additional bullet point added to reflect support in place for families experiencing financial hardship | |
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1. Aims

We believe that a uniform helps to give young people a sense of identify and belonging to the College community.

We have this policy in order to make it clear that all students should wear correct uniform at all times, to indicate what it is permitted to wear and what is not permitted and to explain the process that will be followed when a student does not have correct uniform, including the sanctions that will be applied if appropriate.

Student must always wear the correct uniform and all property should be clearly labelled with their name.

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 age, 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 a way that is appropriate for school and makes them feel most comfortable
- Allow students to request changes to swimwear for religious reasons
- Allow students to wear headscarves and other religious or cultural symbols
- Allow for reasonable adaptations to our policy on the grounds of equality by asking students or their parents to get in touch with Colleen Lehane clehane@ccc.tela.org.uk, 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.

3.1 We will make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents/carers

3.2 We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible, for example, by only asking that the school sweatshirt and polo shirt feature the school logo
- 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 leveller
- 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 and minimising the financial impact on parents of any changes
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

4. Expectations of school uniform

4.1 The following items can only be purchased from the College uniform supplier:

1. Grey polo shirt with college crest embroidered in house colour – **compulsory**
2. Navy sweatshirt with the college crest – **compulsory**
3. Black 'Charleston style' skirt – this is the only skirt permitted to be worn
4. Navy blue football socks - **compulsory**
5. **Sky blue** PE t-shirt with college crest embroidered in house colour – **compulsory**
6. Navy blue reversible rugby shirt/ **multi sports top** – **compulsory**
7. Navy blue **¼ zip PE top** with college crest – **optional**

4.2 The following items can be purchased from alternative sources:

1. Black trousers – a formal style, either slim fit or 'Lingfield' or 'Falmouth' style trousers are permitted. Jean material, leggings, tracksuit bottoms or combat style trousers are not permitted.
2. Black or charcoal grey smart shorts (no casual styles or fabrics) may be worn at any time during the year as an alternative to trousers/skirts. They should be approximately knee length or longer.
3. Plain black school shoes (including stitching, soles and any logos). These should be smart black shoes (natural or synthetic leather) or trainers. Branded trainers are discouraged but a blacked-out logo, that is the same colour as the shoe, is permitted. Shoes should be a sensible design and height covering the entire foot. Other styles of footwear, such as boots, sandals, fashion shoes such as sling-backs, kitten heels and court shoes are not permitted.
4. Socks of any colour may be worn, however black, charcoal grey and navy are recommended. Knee length socks and over the knee socks are not permitted.
5. Tights are optional and if worn should be natural tan, plain black or charcoal grey.
6. Navy blue PE shorts or skirt or running tights or leggings or tracksuit bottoms.
7. Trainers and football boots.
8. Any base layers (worn under the regular PE kit) – **optional**
9. Blue or black swimming costume, swimming top, trunks, or shorts.
10. Protective items such as gum shields and shin pads.

4.3 To further support a professional approach to school:

- The wearing of a small amount of makeup, discreetly applied, is permitted. False eyelashes are strongly discouraged. If worn, they must be discrete and natural. If they are noticeable the student will be asked to remove them before returning to lesson. Excessive makeup will also be removed.
- Nail polish or false nails are not permitted in school and will need to be removed.
- One set of stud earrings and a watch are permitted to be worn. Nose piercings are not permitted. A clear retainer can be worn or the piercing must be covered up. Magnetic studs are not permitted.
- In poor weather e.g. snow, the College will advise students about appropriate footwear.

If you wish your child to wear alternative items of clothing for religious or cultural reasons, please contact the College to discuss directly.

5. Other uniform items

- Tops, for example, t-shirts and vests, should not be visible under the school polo shirt. For this reason, coloured t-shirts and vests or those with writing on that renders them visible must not be worn under the school polo shirt.
- Polo shirts or sweatshirts which do not have the college crest are not permitted to be worn.
- Coats must not be worn in classrooms, unless there are exceptional circumstances as decided by the teacher.
- Hoodies (including those with a full zip) may not be worn in school unless they have been issued by the school, linked to a particular activity, and are being worn with permission from school staff during the activity.
- Hats and hoods must not be worn inside the school building.
- Extreme hairstyles and colours are not permitted. Students may not dye their hair a colour that is not natural (for example, blue, green, pink etc). School staff will decide whether a hairstyle is extreme, but examples of extreme hairstyles are patterns shaved into the hair and 'Mohicans'. A student who is thinking of a particular hairstyle but is unsure whether it would be allowed should check with a member of the school Senior Leadership Team before they have it done.
- Permanent and temporary tattoos such as "henna" are not permitted.

6. Expectations for our school community

The school has invested in uniform that students can borrow if for any reason they cannot come to school in correct uniform. The student is expected to take the initiative to visit the Isolation Room to request help prior to form time. This enables Form Tutors to check uniform daily and maintain high expectations, it also avoids the students becoming embarrassed by not having the correct items to wear. In all cases, where uniform cannot be adhered to, communications from home is very helpful so that the school knows the parent is aware of the students' uniform needs.

6.1 Students

Students 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 (if required)

Students are also expected to contact Deputy Head, Miss Lehane clehane@ccc.tela.org.uk if they want to request an amendment to the uniform policy in relation to their protected characteristics.

6.2 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 Deputy Head, Miss Lehane clehane@ccc.tela.org.uk 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 via our Trust complaints policy (available from the college website)

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.

6.3 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 Headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Deputy Head responsible for uniform management.

In cases where it is suspected that financial hardship has resulted in a student not complying with this uniform policy, the Deputy Headteacher will take a mindful and considerate approach to resolving the situation.

6.4 Governors

The governing body 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 governing body 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.

7. What to do about incorrect uniform

- If a student cannot wear the correct uniform for any reason, the parent/carer must provide their child with a note on the first day explaining the problem and the date by which their child will be back in correct uniform. **If the problem cannot be rectified immediately then** we expect a student to be back in correct uniform within 5 days. During this time, students will borrow the correct uniform from the school to ensure that correct uniform is worn at all times.
- If a student has a genuine reason for being incorrectly dressed but was unable to bring a note from the parent/carer, for example due to the parent leaving the house early, the student will borrow correct uniform from the school and the student must bring in a parent's note for the tutor the next day to explain the non-compliance.
- Any student not in the correct uniform should report to the Isolation Room straight away in the morning to borrow school uniform for the day.
- If a student is wearing incorrect uniform and does not have a valid reason, the student will borrow uniform from the school and the student will be given a one-hour detention after school that day. Where a parent/carer is unable to rectify the uniform problem due to financial hardship, the College may be able to provide financial support.
- A student who wears incorrect uniform 3 times without good reason, **will receive and internal exclusion and will** spend a day in the Isolation Room.

- Refusal to wear the correct uniform, including refusal to wear clean clothing lent by the College, will be treated as defiance and could result in a suspension.
- Students with extreme hairstyles/acrylic nails etc may be required to spend an extended period of time in the Isolation Room until the problem is resolved.
- Students who get their nose pierced must cover it with a plaster until it has healed and can be removed. Students who refuse to cover the piercing with a plaster must spend break and lunchtimes in the isolation room until the wound has healed and the piercing can be removed.

8. Second-hand uniform

8.1 We have a second-hand uniform scheme available to all parents/carers of students on roll at our college. You do not need to meet any criteria to use this service:

- We have brand new and preloved uniform items available to students
- **Items can be purchased for a small fee however uniform can be provided a lower cost or no cost for families in financial difficulty.**
- We have all varieties of items and sizes including trousers, skirts, polo shirts, jumpers, PE kit, etc.
- Should you wish to utilise this service please contact the PTA directly by emailing 2ndhanduniform@ccc.tela.org.uk
- If you wish to donate any uniform to the college, please email the PTA to arrange a donation (email address above).

9. Monitoring arrangements

This policy will be reviewed at least every two years and shared with the local governing body for comment and approval.