

Policy Reviewed: December 2019

Uniform Policy

RATIONALE

The Department for Education strongly encourages 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.

It is our policy that all children should wear school uniform when attending school, or when participating in a school organised event outside normal school hours.

At Northumberland PRU we believe that uniform increases a sense of pride and belonging to our school and significantly, also identifies the pupil to their mainstream school. Uniform also helps to address social differences between children. For this reason we will enforce the uniform policy strictly.

AIMS

Our policy is based on the notion that a school uniform:

Symbolising identity, interest, and maintains inclusion in their mainstream school/community.

- promotes a sense of pride in the school;
- engenders a feeling of community and belonging;
- is practical and smart;
- identifies the children with the school;
- is not distracting in class (as fashion clothes might be);
- makes children feel equal to their peers in terms of appearance;
- is regarded as suitable, and good value for money, by most parents;
- has been designed with health and safety in mind.

As part of our ethos we would like all children to wear the correct uniform properly at all times. This includes to and from school, the playground, corridors and classrooms.

It is important for the promotion of social independence that the younger children are able to manage their own clothes and shoes. This should be considered when purchasing school uniform.

Parents will be informed of any changes/ amendments to the uniform policy in sufficient time.

School Uniform

Pupils will wear the correct uniform of their mainstream schools. (The only exception to this rule is that pupils may wear all black trainers enabling them to take part in physical activity and games at social times without repeatedly changing footwear.) Where a pupil is not on the roll of a mainstream school; they must wear:

Plain black/grey school trousers/ shorts, culottes or skirts. Leggings and tracksuit bottoms are **NOT** permitted.

Plain black shoes/ trainers with not additional colouring (no coloured laces or logos).

Plain school shirt with no visible T-shirt underneath.

School jumper/ plain jumper or school issued hoodie (without any branding/ logo/ text).

P.E Kit

The PE uniform is practical, comfortable and appropriate to activities involved in the Northumberland PRU curriculum.

Pupils can wear P.E kit provided by the school. This kit is washed after 1 wear or kept by the individual in their classroom.

Pupils are authorised to bring in their own P.E kit from home – this should be the one used at their previous schools.

Where a pupil has no mainstream school they are allowed to wear suitable sportswear from home. This should be jogging bottoms/ shorts, trainers, a T-shirt and jumper.

Pupils are not permitted to wear leggings, jeans, low cut/ sleeveless tops or inappropriate emblems/ motif/ wording.

Footwear

We believe that it is both practical and safer for children to wear flat and sensible shoes. Platform soles or high heels are not suited to the busy school day.

Earrings/ Make-up

Earrings are strongly discouraged in school. If parents opt for their child to wear earrings they must only be small studs, either silver or gold.

Pupils who are participating in P.E., swimming, sports clubs and /or physical activities must not wear earrings. On days when these activities are scheduled they must leave their earrings at home.

We do not want pupils removing and replacing earrings. This is due to the potential risk of injury, earrings being lost/stolen and the spread of infections. It is therefore recommended that pupils do not come to school wearing earrings on these days. Pupils will be asked to remove earrings and to store them themselves. Staff will not be responsible for the removal, insertion or storage of earrings.

Makeup and cosmetics are not considered appropriate or consistent with our school uniform and therefore pupils are requested to keep make-up to a minimum.

Acrylic nails are not permitted and pupils will be asked to remove the nails at home for the next day.

The only jewellery permitted in school on health and safety grounds are; 1 set of small stud earrings, a wristwatch and a medical bracelet. Watches should be removed and medical bracelets covered with a sweatband to partake in P.E.

Smart watches and Fitbits are strictly prohibited.

It is suggested that pupils ensure that they have labelled their uniform with both forename and surname to minimise lost property.

Cost Implications/ Considerations

There should be minimal cost to pupils and their families when referred to Northumberland PRU. Pupils are expected to wear the uniform from their designated school.

Pupils with no school designation should wear plain items which will have a lower cost to that of identified schools.

Human Rights/ Equality and Discrimination

Some religions and beliefs require their adherents to conform to a particular dress code, or to otherwise outwardly manifest their belief. This could include wearing or carrying specific religious artefacts, not cutting

their hair, dressing modestly, or covering their head. Pupils have the right to manifest a religion or belief*, but not necessarily at all times, places or in a particular manner*

As a school we have considered our obligations not to discriminate unlawfully. For example, it is not expected that the cost of girls' uniform is significantly more expensive than boys or vice-versa as this may constitute unlawful sex discrimination.

This policy has also considered the concept of "indirect" discrimination. This involves the application of a requirement, which, although applied equally to everyone, puts certain people at a particular disadvantage because of their gender, race, sexual orientation, religion or belief or gender reassignment.

Pupil Non – Compliance

Any pupil regardless of age, gender, race or religious belief, is expected to follow this uniform policy.

Failure to comply will result in consequences for the pupil however we must adopt a personalised approach to sanctions for individual pupils to promote our ethos of inclusion.

One days grace will be given to pupils who come to school in incorrect uniform. However pupils will not be able to access break time/ lunch time activities or participate in out of school trips on this day.

A phone call will be made to parents/ carers to inform them of the failure to comply with expectations and staff will discuss how the situation can be rectified. These calls will be made at an appropriate time of the day in relation to staff cover/ availability, but must be on the same day as the issue.

It will be explained to parents that if a pupil returns to school the next day in incorrect uniform, there will be the following consequence:

Pupils will wear uniform supplied by Northumberland PRU.

Pupils may be placed in isolation – only if there are available / sufficient staff to cover.

If pupils persistently refuse to wear the correct uniform they may be sent home as an exclusion.

Persistent refusal will result in a meeting with parents/ carers to ensure that a solution can be found.

We will endeavour to establish the reasons for non-compliance and will be sensitive to parent's individual personal circumstances.

SLT will discuss appropriate consequences on an individual basis at the end of the school day and feedback to the class teacher regarding the actions/ next steps.

No child will be disciplined for non-compliance because of their particular cultural, race or religious dress code.

Complaints and Challenges to Uniform Policy

Parents have the right to discuss any aspects of this uniform policy with staff. Parents should be able to lodge their complaints and/or objections easily. We do expect the governing body to consult and work closely with parents to arrive at a mutually acceptable outcome.

Governors should be willing to consider reasonable requests for flexibility in the uniform policy for an individual pupil to accommodate particular social and cultural circumstances. However considerations will only be made in extreme personal circumstances.

If pupils have hypersensitivity/ sensory issues relating to textures/ materials, parents/ carers must provide a doctor's note explaining the reasons for being unable to adhere to the uniform policy.

Please see the Behaviour and Exclusion policies

Reference –

DfE - School uniform, Guidance for governing bodies, school leaders, school staff and local authorities, September 2013

Human Rights Act 1998

Equality Act 2010