



Liskeard Hillfort
Primary School

PUPIL UNIFORM AND APPEARANCE POLICY

Date policy approved by the School Management Team: 1/9/26

Review date: 1/9/28

Links to other relevant policies:

Safeguarding Policy

Relationships and Behaviour Policy

1. Introduction

This policy has been put in place to ensure that the school's requirements for pupil uniform and appearance are aligned with the revised Department for Education Guidance (Statutory and Non-Statutory 2021). This policy complies with the Human Rights Act 1998 and Equality Act 2010 and takes into account key considerations such as safeguarding and health and safety.

Our School Management Team decides what the school rules are for pupil appearance (including uniform) and how the uniform should be sourced. We believe that our rules on Uniform and Appearance have a key role in promoting:

- The ethos of the school
- A sense of belonging, community and identity
- An appropriate tone for education

We believe that a consistent standard of appearance and uniform may act as a social leveller by creating a common sense of identity amongst pupils. It may reduce bullying and peer pressure to wear the latest fashion or other expensive clothes.

In reviewing and implementing this policy, the School Management Team will take into account the views of parents and pupils when making any significant changes. The School Management Team will also take into account:

- How the rules on uniform and appearance may affect groups represented in the school, especially those who share relevant protected characteristics (sex, religion or belief, race, disability, gender reassignment)
- How comfortable the uniform will be for pupils
- How practical the uniform is in classroom settings, including those where practical work is required
- That reasonable adaptations will be made for extreme weather (hot or cold)
- That the uniform is suitable for pupils who walk or cycle to school
- That a PE kit must be practical, comfortable and appropriate to the activities and affordable
- That the cost of the uniform does not place an unreasonable financial burden on families and would not, for example, prevent a child from a low-income family from attending the school
- Where reasonable and as far as possible, the environmental impact of the production and supply of uniform.

The school's expectations for uniform and appearance are therefore intended to be inclusive so that all pupils are able to wear the uniform and have the appropriate appearance.

2. Religion or Beliefs

Some religions or beliefs require their adherents to conform to a particular dress code. This could include wearing or carrying specific religious artefacts, not cutting hair, dressing modestly, or covering their head. Pupils have a right to manifest a religion or belief, but not necessarily at all times, places or in a particular manner.

Where the school has good reason, it may lawfully need to restrict an individual's freedoms regarding uniform and/or appearance. This may include, for example, for the promotion of cohesion or good order, or genuine health and safety or security reasons.

The school will act reasonably in accommodating the needs of different cultures, races and religions, without compromising important school policies such as school discipline and safety.

3. Discrimination

In developing and implementing this policy, the school has carefully considered its obligations not to discriminate unlawfully. For example, the school has lawfully designated different uniform requirements for boys and girls and has ensured that these are broadly equivalent in terms of financial cost.

This policy ensures that no particular group (including those with protected characteristics) is impacted unfairly as far as is reasonably possible. In some circumstances, e.g. for pupils with a disability, the school will make reasonable individual adjustments to the uniform policy.

4. Affordability

The cost of uniforms should not prevent a family from applying for a place in our school or prevent a child from attending. The use of branded items within the School Uniform Policy has been kept to a minimum.

Second-hand uniform items are available on request from the school. The school will accept donations of second-hand uniforms providing these are clean and in excellent repair. Parents wishing to donate uniforms should contact Reception. The school recognises that second-hand uniform extends the life of garments, reducing the environmental impact of uniforms.

Uniform and rules on appearance will be reviewed every two years and frequent significant changes will be avoided as these may be expensive for families. Where significant changes are made, these will be phased in to allow pupils to continue to wear the old uniform for a reasonable period of time.

The requirement to wear branded items of uniform has been kept to a minimum within our Uniform Policy and is limited to long lasting items wherever possible.

All school uniform items should be available as machine washable.

5. PE Kit

On PE days, pupils will wear their sky-blue polo shirt and sweatshirt as above but on their lower half wear black sport kit as follows:

- Black sports shorts, plain black jogging bottoms or plain black leggings
- Black plimsolls or black trainers

6. Uniform Suppliers

The School Management Team will review the school's uniform suppliers at least every 5 years. In reviewing the suppliers, the School Management Team will take into account the affordability of uniforms as well as its quality and durability. The uniform supplier will be required to publish and operate their own complaint procedure in order to manage any parental concerns.

7. Second – hand uniform support

Where available, the school will offer clean, good condition second-hand uniform in the correct size if a parent is unable to afford to buy uniform themselves.

8. Clarity

The school will ensure that its rules on uniform and appearance are clear and unambiguous and easily accessible to parents via the school website. This is to ensure that parents do not commit to buying costly uniform or, for example, costly hair styles or piercings, which are not acceptable to the school. The school will ensure that any 'optional' items of uniform are clearly designated as such, and will minimise the use of 'optional' uniform items. The school will also ensure that branded items, or those which have to be purchased from a particular supplier, are clearly indicated. Parents with a query about uniform or appearance should contact the school to seek clarification of the rules prior to committing to purchase. The school will review the wording of the uniform and appearance rules in response to parental queries where it appears that the wording is unclear.

9. Pupil Non-Compliance

All pupils are expected to comply with the school's rules on uniform and appearance. The school believes that all pupils should comply with these rules, and that non-compliance is unnecessarily disruptive to education. Pupils with incorrect uniform or appearance will be reminded by staff and expected to rectify their uniform/appearance immediately (where possible, e.g. by removing the jewellery or non-uniform item) or as soon as possible where the issue cannot be solved immediately. Incorrect items of uniform or jewellery will be confiscated for the rest of the day.

Confrontational behaviour by pupils and refusal to follow staff instructions in response to staff requests to correct uniform or appearance is unacceptable and will be managed under the school's Relationships & Behaviour Policy.

Where financial hardship has resulted in a pupil not complying with the school's published rules on uniform or appearance, then the school will take a considerate approach to assist the student and family to resolve the situation.

Where the school has made individual adaptations to the rules on uniform or appearance in response to a child's individual needs, e.g. a disability, then the school will ensure that all staff are aware. This includes, wherever possible, supply and temporary staff. This is to minimise the occasions on which a pupil is challenged about their uniform or appearance.

10. Concerns and complaints

In line with the Trust Complaint Procedure, parents with a concern about this policy or the implementation of the Uniform Policy, should first contact the school and seek to resolve this concern informally. Where an acceptable resolution cannot be agreed, parents should follow the Complaint Procedure, available on the school website. Hard copies of the Complaint Policy are available on request from Reception.

Appendix 1

Uniform and Appearance Policy

Introduction

All pupils are expected to be in full school uniform whilst at school and on the way to or from school. Pupils are ambassadors of the school, expected to uphold our values and Code of Conduct. Pupils and parents/carers are encouraged to recognise that pupils who are in lessons in incorrect uniform can undermine the aims and objectives of our uniform policy. Therefore, staff will always take action to support pupils in meeting the school's expectations.

A complete list of the items included in the school uniform can be found on the school's website.

Aims and objectives

Ourschool uniform is important to our school community. School uniform:

- promotes a sense of pride our school;
- creates a feeling of community and belonging;
- is a symbol of equality
- identifies students with our school;
- is practical and smart;
- is not distracting (as fashion clothes might be);
- is suitable for learning and good value for money;
- has been designed with health and safety in mind.

The Role of Parents/Carers

Parents are expected to fully support the school's Uniform Policy and its implementation. Parental support is very much appreciated by our staff and the School Management Team.

Please note: the school's interpretation of uniform standards as applied to any pupil is final and parents are respectfully asked for their support in this.

The Role of the School Management Team.

The School Management Team ensures that the school uniform meets all national regulations regarding equal opportunities.

The School Management Team regularly reviews our Uniform Policy and delegates the implementation and management of the Uniform Policy to the Leadership team and the wider staff team.

Day to Day Management

The Leadership team with the wider staff team are responsible for implementing our school Uniform Policy. Teachers will address any issues as they arise during Morning Greeting. This is supported by support staff during lessons, breaktime, etc. Should an issue be more problematic or persistent, it will be referred to the SLT.

For breaches of our Uniform Policy, staff will use professional judgement in issuing direction. This will include:

- Replacement uniform being lent to the pupil in the first instance by staff if available.
- Where uniform infringements cannot be immediately addressed, for example, where acrylic nails are worn in school and cannot be removed, parents to be informed.
- Pupils will be supported by staff to adjust their uniform (e.g: the removal of makeup). Where pupils are required to change from inappropriate clothing, this will be done in a

- dignified and supportive manner.
- In exceptional circumstances, families may be given a fixed time period in which to rectify the issue (normally the next day)

Non-uniform days

Non-uniform days are occasionally used to raise funds for charity/charitable causes. In these circumstances, standards of dress should:

- be safe and practical for school use.
- not promote unacceptable themes – drugs, violence, racism, etc.
- be age-appropriate and school appropriate for school environment so that pupils can take a full and active role in learning.

Monitoring and review

When monitoring this policy, the Leadership team will seek the views of pupils, staff and parents.

Major changes to the uniform will involve consultation with pupils, staff, parents and the School Management Team. Our Uniform Policy is reviewed by the Leadership team every two years.

Supplementary Guidance

Uniform for all Year Groups
- Navy Blue crew-neck sweatshirt or cardigan with school logo or unbranded. - Sky blue polo-shirt with school logo or unbranded sky blue polo-shirt - Black school trousers, skirt, shorts or pinafore (no leggings) - Black shoes or plain black trainers - White, black or grey socks/tights (no spots/stripes or bright colours) - Blue and white check gingham school summer dress
PE Kit – All Year Groups
Families will be informed of their child's PE day. On PE days, pupils will wear their sky blue polo shirt and sweatshirt as above but on their lower half wear black sport kit as follows: - Black sports shorts, plain black jogging bottoms or plain black leggings - Black plimsolls or black trainers
Our branded kit can be purchased from Gilberts Outfitters, Market Store, Fair Park Road, Liskeard.

HAIRSTYLES – The school does not permit pupils to have 'extreme' haircuts or styles. This includes having hair dyed with colours outside the natural range of colours, including more than one natural colour. Shaved lines or patterns are not acceptable in school. The final decision with regards the definition of an extreme hairstyle is at the discretion of the Headteacher.

Shoulder length or longer hair is to be tied back at all times for Health and Safety reasons.

JEWELLERY – On health & safety grounds, we do not allow pupils to wear jewellery. The exceptions to this rule are one pair of stud earrings, small objects of religious significance, and

a watch. **Smart watches and SMART glasses are not permitted.** Any unauthorised jewellery will be confiscated. These items will be returned to the pupil at the end of the day.

MAKE UP- No make-up is permitted.

Nail varnish - Nail varnish is not allowed in school. If a pupil comes to school wearing nail varnish, the pupil's parent will be informed, and the expectation is that the nail varnish will be removed by the following day.

Acrylic nails – On health & safety grounds, acrylic or false nails are not permitted in school. If a pupil comes to school with nail extensions, the expectation is that the acrylic nails will be removed by the following day.

COATS/HATS/SCARVES – No coats, hats or scarves are to be worn in classrooms.

T-SHIRTS – No T-shirts are to be visible under the school shirt. A plain white T-shirt may be worn.

SCHOOL BAG - Pupils should bring a suitable school bag to school. A suitable school bag would be a rucksack style bag.