



Lancaster
High School

Uniform and Appearance Policy

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THE BAY
LEARNING TRUST

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1. Aims

This policy aims to:

- 1.1. Set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers
- 1.2. Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
- 1.3. Clarify our expectations for school uniform
- 1.4. Detail the support & sanctions in place where uniform expectations are not met.

2. Roles and responsibilities

- 2.1. Lancaster High School has overall responsibility for the effective operation of this policy. The Local Governing Body is responsible for approving this policy and monitoring its effectiveness
- 2.2. The Local Governing Body has delegated day-to-day responsibility for operating the policy to the Acting Headteacher.

3. Our school's legal duties under the Equality Act 2010

- 3.1. The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.
- 3.2. To avoid discrimination, our school will:
 - 3.2.1. 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
 - 3.2.2. Make sure that our uniform costs the same for all pupils
 - 3.2.3. Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
 - 3.2.4. Allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable
 - 3.2.5. Allow pupils to wear headscarves and other religious or cultural symbols
 - 3.2.6. Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with their Head of Year who can answer questions about the policy and respond to any requests.

4. Introduction and principles

- 4.1. School uniform plays an important role in establishing the ethos of a school and is strongly encouraged by the DfE. At Lancaster High School, we believe that our uniform and appearance policy benefits the school in several ways:
 - 4.1.1. It encourages pupils to identify with the school and nurtures the notion of community
 - 4.1.2. It protects pupils from social pressures to dress in a particular way
 - 4.1.3. It supports discipline and good behaviour

- 4.1.4. It instils a sense of pride in the school
- 4.1.5. It promotes more effective teaching and learning
- 4.1.6. It is not a prohibitive factor for any family applying for admission to Lancaster High School.
- 4.2. The appearance of pupils is also an important factor at Lancaster High School in promoting good behaviour and ensuring the health and safety of pupils and staff.
- 4.3. The Government, although it has published guidance, has made it clear that it is for the school's Governing Body to decide whether there should be a uniform and other rules relating to appearance, and if so, what they should be. Therefore, this document seeks to clarify the Governors' expectations at Lancaster High School regarding uniform and appearance.
- 4.4. An actual list of the acceptable, not acceptable and supplementary items pupils are permitted to wear is within this document. This includes particular items parents can apply to the Headteacher for permission to wear. A judgement will be made with regard to any request based on whether the item is in sympathy with ethos of the school or any other judgement including health or safety. The Headteacher, in consultation with pastoral colleagues, will consider each application and reach a decision as soon as possible but until such time as a decision is made the item should not be worn for school.
- 4.5. Parents/Carers are asked to contact us if they are in any doubt about any item of uniform or issue of presentation for their child so that they can clarify what is acceptable before agreeing to permanent or semi-permanent changes in appearances or sending the child to school wearing those items of which they are unsure.

5. Limiting the cost of school uniform

- 5.2. 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.
- 5.3. 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.
- 5.4. We will make sure our uniform:
 - 5.4.1. Is available at a reasonable cost
 - 5.4.2. Provides the best value for money for parents/carers.
- 5.5. We will do this by:
 - 5.5.1. Carefully considering whether any items with distinctive characteristics are necessary
 - Limiting any items with distinctive characteristics where possible. Lancaster High School therefore only requires a blazer and PE t0shirt to have the Lancaster High School logo and the school tie
 - 5.5.2. Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler
 - 5.5.3. Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
 - 5.5.4. Avoiding different uniform requirements for different years/key stages

- 5.4.6 Avoiding different uniform requirements for extra-curricular activities
- 5.4.7. Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- 5.4.8. Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

6. Basic uniform requirements

<p>Uniform Requirements</p> <ul style="list-style-type: none"> • Navy blue LHS blazer* • LHS School tie • White plain school shirt • LHS tartan skirt or charcoal grey full length plain trousers • Navy or black tights, plain to the knee high socks in navy • Black shoes (no: heeled shoes, above 3 cm, boots, trainers, canvas shoes) • Plain black, navy or white headscarf • School bag that is large enough to carry school planner, stationery and books • Waterproof coat to keep pupils dry as they move between external buildings and to / from school in wet weather.
<p>PE Kit Required</p> <ul style="list-style-type: none"> • LHS PE T-Shirt round, rugby or polo neck • Plain navy shorts, leggings or skirt– no logos • Navy football socks • Trainers <p>Optional PE Items</p> <ul style="list-style-type: none"> • LHS PE Hoodie • LHS PE rain jacket • Football boots

6.1 It is expected that all pupils bring their full PE kit and get changed for PE lessons whether they are taking an active part in the lesson or not

6.2 School clothing and sportswear can be purchased through our suppliers The Uniform & Leisurewear Co. Common Garden Street, Lancaster (01524 388355) <http://www.ualonline.com/> or Trutex Direct. All items are embroidered with the school logo where applicable. Other items can be purchased through a store of choice.

7. Detailed Guidance

We give below some notes for guidance and clarification. School uniform lists can sometimes seem over detailed and over particular. Our experience is that we prevent misunderstandings by being very precise about our requirements. We of course do not wish for parents to spend money on items we do not allow to be worn. The full support of parents is expected with regards to their children wearing the correct uniform.

	Acceptable	Not Acceptable
Blazer	<ul style="list-style-type: none"> ✓ Lancaster High School navy blue blazer <p>Please note that blazers must be always worn unless specific permission has been given by a member of staff for it to be taken off</p>	<ul style="list-style-type: none"> - No blazer - Pushed up or rolled up sleeves - Any other garment e.g. no hoodies allowed
Tie	<ul style="list-style-type: none"> ✓ Lancaster High School Tie 	<ul style="list-style-type: none"> - No tie
Trousers	<ul style="list-style-type: none"> ✓ Dark charcoal grey cotton/synthetic cotton ✓ Tailored, straight leg ✓ Full length ✓ Any belts should be black with discreet buckles 	<ul style="list-style-type: none"> - Fashion trousers (flares, denim or corduroy) - Studs, visible buttons, patch pockets or trimmings - Shorts/leggings - Drain pipe/slim leg - Lycra
Skirts	<ul style="list-style-type: none"> ✓ LHS tartan pleated skirt ✓ Skirts should sit just above the knee 	<ul style="list-style-type: none"> - Short skirts - Rolled up skirts - Pencil/tube skirts
Shirts	<ul style="list-style-type: none"> ✓ Plain white school shirt ✓ Tucked in always and buttoned up at the neck 	<ul style="list-style-type: none"> - Casual/fashion shirts - Shirts worn without a Lancaster High School tie - Shirts worn outside of trousers/skirts
Shoes	<ul style="list-style-type: none"> ✓ Traditional black, flat shoes 	<ul style="list-style-type: none"> - Heeled shoes - Boots - Trainers - Ballet/dolly/canvas footwear
Socks and tights	<ul style="list-style-type: none"> ✓ Plain navy knee-high socks ✓ Plain black or navy opaque tights 	<ul style="list-style-type: none"> - Coloured or patterned socks - White socks - Over the knee socks - Trainer socks - Socks with frills/bows
Hair	<ul style="list-style-type: none"> ✓ Neat and tidy ✓ Natural colour ✓ If hair is long, it is essential it is tied back, for reasons of health and safety, in some practical lessons (e.g. PE, Science, Art and Technology) ✓ Hair must not cover the face 	<ul style="list-style-type: none"> - Extreme styles (please do ask in advance if you require further guidance) - Tram lines, asymmetric styles or other shaved styles - Unnatural colour and two-tone colour - Hair extensions - Short hairstyles may be blended smartly and neatly down to a 'number 1' at the back
Make-up	<p>Subtle:</p> <ul style="list-style-type: none"> ✓ Mascara ✓ Foundation ✓ Concealer 	<ul style="list-style-type: none"> - Nail varnish - Artificial nails, nail extensions or gel colour - False eyelashes - Elaborate eye and eyebrow make up - Fake tan

Jewellery	<ul style="list-style-type: none"> ✓ One wristwatch ✓ One pair of plain silver or gold-coloured small studs worn traditionally in the lower ear 	<ul style="list-style-type: none"> - Any jewellery other than stated - Smart watches connected to data/mobile phones
Headscarves	<ul style="list-style-type: none"> ✓ Plain black, navy or white headscarves 	<ul style="list-style-type: none"> - No other colours or patterns

8. Sanctions

Where pupils do not attend school wearing the correct uniform, they should report to the Pastoral Office before the school day where they can address uniform issues by borrowing school items or being issued a pass by the member of staff on duty. Ties can be purchased from the main office. The action taken within the Pastoral Office is dependent on the uniform issue, reason for not having the item and may include a lunch time detention or Impact sanction for a repeat uniform issue or refusal to correct the issue with LHS stock.

8.1 Where possible, parents should support an incorrect uniform item with a note explaining the reason for the incorrect item / lack of uniform and length of time to correct it

8.2 Pupils without correct uniform and who have not addressed this prior to the school day will be sent to the pastoral office during form time and will receive a P3B uniform sanction. The sanction is not issued if pupils address the issue prior to the start of the school day

➤ Where a pupil attends school with false nails, gel nails, false eye lashes or a hair colour that is not natural, pupils will be issued with a P3B uniform sanction and issued a pass for the following Monday. This enables families to address the uniform issue and allows one weekend for the removal of the item. If the item is still not addressed after this time, the pupil must work in Impact until the issue is addressed.

Change log

Date of updates	Reference	Change