



Uniform Policy

Date effective from	September 2024
Date approved by SLT	July 2024
Policy Prepared by	Mrs T Jones, Director of Business and Finance.



All South Ribble High schools follow the same Common Uniform Policy to ensure consistency across the district. The following 2 pages provide an outline for all South Ribble schools.

South Ribble Common Uniform Policy.



1. INTRODUCTION

It is an expectation that all parents/carers/carers and students will have read the uniform policy of the academy which they attend and will adhere to the academy's policy. Each academy will sanction incorrect uniform because we see infringement of uniform as an act of defiance.

2. AIM OF THIS POLICY

The aim of this policy is to set out with the clarity the common practice which takes place across all schools across the South Ribble District in relation to uniform policy and the enforcement of the uniform policy. All parents/carers/ carers sign a Home School Agreement and this policy supports the agreement across all schools in South Ribble.

3. THE PURPOSE OF SCHOOL UNIFORM

Every school in South Ribble has its own distinct uniform. This is to instil pride in the school and to help students identify with policies and traditions of each academy. A typical comment from teenagers may be that a uniform does not stop them from learning. Neither does a pilot's uniform help them to fly a plane better or an accountants suit allow them to make accurate calculations. However, they add to the prestige of those wearing the required clothing and the sense that they are part of a larger group of people who represent a set of standards and values. Uniform is also an important social leveller as students cannot engage in one-upmanship with brands or designs.

4. ELEMENTS OF UNIFORM POLICY

Each academy's policy will have minor differences, but they will all have requirements that deal with the following areas in addition to the wearing of blazers/ties etc:

- Haircuts – colour, length, extreme styles.
- Colour of clothing
- Style of clothing – the cut of trousers, the length of skirts
- Jewellery, make-up, false nails, fake tan, fake eyelashes
- Appropriate shoe styles.

5. HOW UNIFORM POLICY IS ENFORCED

All schools in South Ribble operate a staged progression of sanctions when students do not comply with the uniform policy

- i. Warning / Request to remove inappropriate items and hand to staff.
- ii. Students may be offered spare uniform provided by the school as a short-term measure during the day
- iii. Parents/carers / carers may be asked to collect from academy to remedy the issue
- iv. Detention
- v. Isolation:
 - a. For repeat offences
 - or
 - b. If a student is unable to address a uniform issue directly (for example the wearing of false lashes / hair dye
- vi. For continued repeated infringements a Fixed Term Exclusion may be issued

Support will be offered by schools through the provision of correct uniform for families suffering financial hardship.

6. NON-UNIFORM DAYS

Schools may run non-uniform days for fundraising activities or special occasions. A school remains a place of study and school will still enforce standards for appropriate study and work in academy on non-uniform days such as age-appropriate clothing, clothing without offensive messages.

The academy is the final arbiter in any decision about appropriate uniform / dress code.

Contents:

2. South Ribble Common Uniform Policy
4. Statement of Intent
5. Legal framework
Roles and responsibilities
6. Cost
7. Equality
Gender
Religion
Race
SEND and Medical
8. Complaints
School Uniform Supplier
9. School Uniform
Jewellery
Hairstyles
Makeup
Shaving
12. Outdoor Clothing
Labelling and lost property

Statement of intent

Lostock Hall Academy believes that a consistent school uniform policy is vital for:

- Promoting the ethos of the Academy
- Providing a sense of belonging and identity.
Setting an appropriate tone for education.

For the purposes of this policy, “**uniform**” includes the following elements of students’ appearance:

- Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at academy, e.g. non-uniform.
- Hairstyles and headwear.
- Jewellery and other accessories.
- Cosmetics such as makeup and nail polish.

This policy lays out the measures the academy has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all students, is affordable, and provides the best value for money for both the academy and students’ families.

We believe that students learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in a way that sets an appropriate tone for education.

In writing and updating this policy, we have sought to:

- Consider how this policy might affect groups represented in the academy, especially those who share protected characteristics as defined by the Equality Act 2010.
- Consider how comfortable the uniform will be for students.
- Take a sensible approach to allow for exceptions to be made, e.g. during adverse weather.
- Ensure that the uniform is suitable and safe for students who walk or cycle to academy.
- Choose a PE kit which is practical, comfortable, appropriate to the activity involved and affordable.
- Ensure the policy is easy to access and understand.

Legal framework

This policy has due regard to all relevant legislation and guidance including, but not limited to, the following:

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- DfE (2021) 'Academy Admissions Code'
- DfE (2021) 'School uniforms'
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in Academics'

This policy operates in conjunction with the following academy policies:

- Complaints Procedures Policy
- Behaviour Policy
- Student Equality, Equity, Diversity and Inclusion Policy
- LGBTQ+ Policy
- Tendering and Procurement Policy

Roles and responsibilities

The trust board is responsible for:

- Establishing, in consultation with the Principal and academy community, a practical and smart school uniform that accurately reflects the academy's vision and values.
- Ensuring that the academy's uniform is accessible, inclusive, and does not disadvantage any student because of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents/carers, students and the wider academy community regarding changes to the academy's uniform.
- Ensuring that the academy's uniform is accessible and affordable.
- Processing and approving all eligible School Uniform Assistance Application Forms.

The Principal is responsible for:

- Enforcing the academy's uniform rules on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a student is in breach of the policy.
- Listening to the opinions and wishes of the academy community in regard to the academy's uniform and making appropriate recommendations to the trust board.
- Providing students with an exemption letter as appropriate, e.g. for a student who has a broken arm and requires a loose-fitting shirt.

Staff are responsible for:

- Ensuring that students dress in accordance with this policy at all times.
- Where appropriate to their role, disciplining students who are in breach of this policy.
- Ensuring that students understand why having a consistent and practical school uniform is important, e.g. academy identity.

Parents/carers are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the Principal if their child requires an exemption to the uniform rules for a period of time, with a reason why.
- Ensuring that their child's uniform is clean, presentable, the correct size and labelled.
- Upholding the Home/School Agreement, by signing this document parents/carers and

students agree to adhere to the Uniform and Appearance Policy in effect at any given time.

Students are responsible for:

- Wearing the correct uniform at all times, unless the Principal has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the academy, e.g. academy identity and community.
- Upholding the Home/School Agreement, by signing this document parents/carers and students agree to adhere to the Uniform and Appearance Policy in effect at any given time.

Cost

The academy will develop its uniform policy in relation to the following starting principles:

- The academy will seek to ensure that the uniform is affordable. In so doing, the academy will consider the total cost of school uniforms, taking into account all items of uniform or clothing parents/carers will need to provide while their child is at the academy.
- The academy will seek to ensure that uniform supplier arrangements give the highest priority to cost and value for money, including the quality and durability of the garment.

In accordance with the 'Academy Admissions Code', the Principal will ensure that the academy's uniform requirements do not discourage parents/carers from applying for a place for their child.

The academy will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the academy will take into account the opinions and situations of:

- Economically disadvantaged parents/carers.
- Parents/carers with multiple children who are, or will be in the future, students at the academy.
- Parents/carers of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents/carers of students with protected characteristics that may impact their ability to access the uniform.
- LAC and PLAC.

The academy will evaluate the cost of its uniform based on the overall collection of uniform items that parents/carers would need to purchase for a student, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents/carers will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to academy in clean uniform every day.

The academy will keep variations in school uniform for different groups of students, e.g. year group-specific items or house colours, to a minimum to ensure that students can get the most wear out of their uniform and that parents/carers can pass some items down to younger siblings.

The academy will meet the DfE's requirements and recommendations on costs and value for money. Care will be taken to ensure that school uniform is affordable for all current and prospective students, and that the best value for money is secured through reputable suppliers.

The academy will work with suppliers to obtain the best value for money possible. Any savings negotiated will be passed to parents/carers where possible. The academy will not enter into exclusive single-supplier contracts or cash-back arrangements.

The academy will not make frequent changes to uniform requirements and will take the views of parents/carers and students into account when considering any changes.

Equality

The academy takes its legal obligation to avoid unlawfully discriminating against any student very seriously.

In line with the above, the academy will aim to ensure that its uniform policy is as inclusive as possible so that all students can access a school uniform which is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

The academy will ensure that parents/carers and students are consulted over any changes to school uniform, and that, where appropriate and with students' consent, views and advice are sought specifically from students, and parents/carers of students, who:

- Are transgender or non-binary.
- Are of a religious or cultural background that has specific dress requirements.
- Have SEND and/or sensory needs.

Parents/carers' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the Principal and Board of Trustees, and always in accordance with the academy's Complaints Procedures Policy.

Information on how the academy ensures its uniform policy does not discriminate against students with specific protected characteristics is outlined below.

Gender

To avoid disproportionately impacting students of a certain gender, the academy will ensure that the cost of uniform is as equal in price as possible across items for all genders.

This includes:

- Not directly requiring students of a certain gender to buy additional uniform, e.g. by requiring female students to buy both trousers and skirts.
- Not indirectly requiring students of a certain gender to buy additional uniform, e.g. by offering football in PE to only male students and requiring they buy football boots to participate.

The academy will implement a gender-neutral uniform, meaning that students will not be required to wear specific items based on their gender, and may wear any of the uniform items listed in the School Uniform section of this policy, regardless of the legal sex recorded on the academy's records. Transgender students are supported to access the uniform that best reflects their gender expression in line with the LGBTQ+ Policy.

Religion and belief

To avoid disproportionately impacting students of a certain religion, belief or culture, the academy will ensure that there is flexibility to allow students to present themselves in a way that adheres to their dress requirements as far as possible, within the academy's uniform policy.

The academy will endeavour to meet all requests for amendments to the uniform for these purposes; however, the needs and rights of individual students will be weighed against any health and safety concerns appropriate to the circumstances, e.g. if safety headgear needs to be worn.

Race

To avoid disproportionately impacting students of a certain race, the academy will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules.

This includes:

- Not banning hairstyles related to a student's ethnic origin, e.g. natural Afro hairstyles.

- Not banning hairstyles worn because of cultural, family and social customs, e.g. cornrows.
- Not banning head coverings related to a student's culture or ethnic origin, e.g. African heritage head wraps.

SEND and medical conditions.

To avoid disproportionately impacting students with SEND or medical conditions, the academy will ensure its uniform policy takes into account the needs of all students. Allowing variations to the standard uniform for students whose medical conditions may impact how they dress, e.g. students with casts who require loose-fitting clothing or students with hair loss-related conditions who wish to wear head coverings.

Where the needs of these students cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

The academy will ensure that it works with a supplier that acts in accordance with the academy's values and principles on equality and inclusion.

Complaints and challenges

The academy will endeavour to resolve all uniform complaints and challenges locally and informally, in accordance with the academy's Complaints Procedures Policy.

The academy will refer individuals who wish to complain to the Complaints Procedures Policy and request that they follow the procedures outlined therein.

When a complaint is received, the academy will work with the complainant to arrive at a mutually acceptable outcome.

The academy has an agreed procedure in place with its uniform supplier to deal with complaints about the supply and quality of uniforms.

In considering a complaint, parents/carers should be aware that teachers can sanction students for breaching the academy's rules on appearance or uniform. The academy expects this to be carried out in accordance with the academy's published behaviour policy. The academy aims to deal with student non-compliance in a proportionate and fair way.

School Uniform supplier

The academy's current school uniform supplier is:

Justs	Bang Bang
53 Pope Lane	91 Lancaster Rd,
Preston	Preston
PR1 9B	PR1 2QJ
01772 743807	01772 556100

School Uniform

The school uniform, as set out below is compulsory for all students attending Lostock Hall Academy (LHA).

Monogrammed items of uniform can be purchased from 'Justs', Cop Lane, Penwortham or 'Bang Bang', 91 Lancaster Rd, Preston. Ties are available to purchase at the academy.

Parents/carers should ensure that all items of clothing are clearly labelled.

Uniform



- Clip on tie.
- Navy blue monogrammed blazer.
- Plain, pale blue, long or short sleeved cotton shirt
- Y7, Y8 & Y9 – Mid grey monogrammed pullover - optional item
- Y10 & Y11 - Navy blue monogrammed pullover - optional item
- Black school trousers – no denim, leggings, bootcut or jeggings.
- Black monogrammed skirt.
- Black ankle socks – to be worn with school trousers.
- Black tights – 60/80 denier – to be worn with school skirt.
- Summer concession, **following the Easter break only** - Black knee length socks - to be worn below the knee.
- Strong plain black shoes – **no trainers, boots or sports brands allowed eg Airforce ones, Nike, Adidas, Vans or any other sports brand.**

PE Kit



- Striped monogrammed sports top.
- Black training top with LHA logo (**optional** winter kit)



- Plain black shorts, black monogrammed skort, black monogrammed training pants, or black monogrammed leggings



- Red monogrammed football socks
- Shin guards



- Trainers
- Football boots (**optional** outdoor footwear)

Footwear

The only footwear permitted as part of the uniform are strong, black, full shoes. Sports shoes and Trainers are **not permitted** as an alternative to a pair of black shoes for everyday wear, they may only be worn during PE and sporting activities. Please see the pictures below as a supportive guide to purchase the correct style of shoes for your child.

ACCEPTABLE SCHOOL FOOTWEAR							
							
SOLID BLACK SHOE - PATENT, PLAIN, LACED OR BUCKLED							
UNACCEPTABLE SCHOOL FOOTWEAR							
							
NIKE AIR FORCE 1	CONVERSE	DOC MARTINS	BOOTS	HEELED SHOES	UGG BOOTS	SANDALS	ANY OTHER FORM OF TRAINER OR SPORTS SHOE

Jewellery

A wristwatch and/or any necessary Medicare alerts may be worn. Additionally, 1 pair of plain gold or silver studs may be worn **in the earlobe only**; these must be removed for PE lessons and are worn at your own risk. No other items of jewellery will be allowed including:

- Rings
- Necklaces
- Bracelets/charity bands/anklets
- Lip, tongue, nose, eyebrow, naval or any other body piercing jewellery

If students do have piercing(s), these should be done at the beginning of a holiday of suitable length to allow healing and removal on return to school.

Staff will request students to remove any jewellery. Any students who refuse to remove the jewellery will have their break/lunchtimes removed until the jewellery is removed.

Smart watches should not be used as a form of communication during the school day.

Hairstyles and headwear

All students are encouraged to have hairstyles that do not obstruct their vision and that are of a neat appearance.

- Hair should be clean, neat and tidy and cut no shorter than a number two and no patterns/lines should be shaved or cut into the hair.
- Skin fades are not allowed.
- For health and safety reasons, long hair should be tied up during PE and Technology lessons. Students may also be requested to tie long hair for any other lessons, or activities where it is deemed to be a potential safety risk.
- A plain blue or black hair band and/or plain Alice band may be worn and long hair should be tied with a plain bobble. No bows, flowers on hair slides, bouffant hairstyles or hair extensions are allowed.

- Any hair colour should be natural in appearance and subtle highlights of one natural shade are allowed. Unnatural or extreme coloured hair is not permitted, and neither is two-tone contrasting hair colours, such as blonde and black.
- Extreme hair styles are not permitted.

Makeup and cosmetics

The academy rules on makeup and cosmetics are as follows:

A natural and light foundation may be worn; however, no other makeup is permitted including:

- Blusher
- Nail varnish and acrylic nails
- Contour/Highlighter
- Eyebrow pencilling/stencilling
- False eye lashes
- Lipstick/gloss/lip liner
- Eyeshadow
- Eyeliner
- Mascara
- Fake tan

Students wearing excessive makeup will be required to remove it.

Shaving

Students are expected to be clean shaven, as this becomes appropriate.

Outdoor Clothing

Students may wear coats, hats, scarves and gloves suitable for the weather. It is recommended that school coats are black or navy.

Coats must not be worn in classrooms during lessons or in the Dining Hall. Hooded sweatshirts (hoodies – zipped or overhead) do not form part of the school uniform

Labelling and lost property

Parents/carers will be advised to ensure that all students' clothing and footwear is clearly labelled with their name and year group.

Any lost clothing will be taken to STUDENT RECEPTION. All lost property will be retained for **one month** and will be disposed of if it is not collected within this time.

Sanctions and Consequences

Any student whose uniform and appearance contravenes this policy will be dealt with accordingly (see below)

Any student not wearing appropriate uniform will be referred to their Form Tutor / Senior Form Tutor (SFT). In the first instance, parents/carers/carers will be contacted via synergy. Students will also spend their break/lunchtimes with the Behaviour for Learning Team until they attend in the correct uniform/appearance. Persistent absence of the correct uniform/appearance will be referred to a member of the Senior Leadership Team (SLT) and parents/carers/carers will be contacted.

Any student wearing an inappropriate item of clothing, which is not part of the uniform, will be asked to remove it. Refusal will result in disciplinary action.