

School Uniform Policy

Pioneer House High School Ref: S12

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1. AIMS

This policy aims to:

- Set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers.
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010.
- Clarify our expectations for school uniform.

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 sex, race, religion or belief, and gender reassignment.

To avoid discrimination, our school will:

- 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
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the Headteacher 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 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.

We will make sure our uniform:

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

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics
- Considering cheaper alternatives to school-branded items
- Avoiding specific requirements for items pupils 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 leveler
- Avoiding different uniform requirements for extra-curricular activities
- 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 FOR SCHOOL UNIFORM

4.1 Our school's uniform

KS3 Uniform

- Teal school sweatshirt (crewneck or V-neck)
- Teal school cardigan
- Blazer – optional
- Tie - optional
- Black trousers / skirt / leggings
- White school polo shirt
- Head scarf (where appropriate)
- Sensible dark shoes

KS4 Uniform

- Black school sweatshirt (crewneck)
- Black school cardigan
- Black ¼ zip school top
- Black ¼ fleece zip school top
- Black blazer (optional)
- Tie - optional
- Black trousers / skirt / leggings
- White or Black polo school shirt
- Head scarf (where appropriate)
- Sensible dark shoes

Pioneer College/ KS5 Uniform

- Uniform is optional
- Appropriate own clothes
- For work placements: Black school sweatshirt or black polo shirt

Students attending Pioneer College are not expected to wear school uniform. However, as role models for the younger students in the school, students must dress in a manner appropriate to their position as senior members of the school community. Therefore, we expect students to dress casually, but smartly and it must be appropriate to the school environment. Extremes of hair style or colour, facial piercings or ear spacers, or extremes of makeup are not permitted. Students are however expected to wear the appropriate uniform for work experience on or off site.

Physical Education at Pioneer House

It is essential that students have an appropriate PE kit in school on the days they are timetabled to be playing sport. PE is a curriculum subject and participation by all students is required. A key element of PE is changing into an appropriate PE kit.

PE Kit

- Plain white t-shirt
- Black shorts/bottoms or plain black non – labelled tracksuit □ Pumps or dark coloured trainers.

Please ensure your child has the required PE kit available.

Calls will be made to parents/carers if uniform is not worn, and your child may not be able to participate in activities both off and on site as result of non-compliance.

Swimming Swim Kit

- Boys: swimming trunks or suitable all-in-one (no boardshorts or beachwear), a towel, and an appropriate bag
- Girls: One-piece swimsuit (no bikinis or beachwear), a towel and an appropriate □ All pupils with hair longer than shoulder length must also have a swimming cap.

Please ensure your child's name is clearly marked in all pieces of school uniform, shoes, PE kits, swimming kits, towels, etc.

Additional expectations Hair

No extreme hair styles are allowed. Hair must be of a natural colour.

Jewellery

Students may wear the following if they choose to:

- A wristwatch
- One pair of small, studded earrings in the lower ear (Hooped/dangly earrings must not be worn for health and safety reasons)

Please note that the following items are not permitted under any circumstances (Students will be asked to remove them immediately and parents/carers will be informed):

- Make up
- False eyelashes
- Acrylic nails
- Facial, tongue/eyebrow piercings

Additional information KS3/KS4

The following items are not allowed in school:

- Fashion footwear
- Hats or caps
- Trousers or jumpers with logo's
- Hooded tops/sweat-tops/non-uniform colour cardigans.

External coats/jackets are not to be worn inside the school building.

Personal Belongings

- All items should be clearly marked with the owner's name.
- Valuable items should not be brought into school.
- Parents should note that the school cannot accept liability for loss or damage of personal property.
- Unfortunately, the school cannot take responsibility for mobile phones. All phones need to be switched off during the school day and must be handed immediately upon arrival to school. Phones are not permitted to be used during the day. Phones will be returned as your child is about to leave school. Independent travellers are encouraged to have a charged mobile for use each day.

- All orders can be made via the main school reception. Please ask for details

5. EXPECTATIONS FOR OUR SCHOOL COMMUNITY

5.1 Pupils

Pupils 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)

5.2 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 the Headteacher 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.

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.

5.3 Staff

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils 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 Headteacher or nominated member of SLT.

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

5.4 Governors

The governing board 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 pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The board will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money.

6. MONITORING ARRANGEMENTS

This policy will be reviewed every 3 years by the Headteacher or nominated member of SLT. At every review, it will be approved by Headteacher

7. LINKS TO OTHER POLICIES

This policy is linked to our:

- Behaviour Policy
- Child Protection and Safeguarding Policy
- Equality Information and Objectives Statement
- Anti-Bullying Policy
- Complaints Policy

