



# **School Uniform Policy**

## **Portland School**

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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
- › Make sure that our uniform costs the same for all pupils
- › Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
- › Allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable

- › 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 a member of the Senior Leadership Team who can answer questions about the policy and respond to any requests

### 3. Limiting the cost of school uniform

Portland 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 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.

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, we accept plain clothing articles in addition to the uniform with school logo
- › Limiting any items with distinctive characteristics where possible – it will not be mandatory for students to wear uniform with the school logo
- › Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- › Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- › 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 different year/class/house groups
- › Avoiding different uniform requirements for extra-curricular activities
- › Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- › Making sure that arrangements are in place for parents to acquire second-hand uniform items
- › 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

At Portland School, we do our utmost to ensure all students are dressed correctly, promoting pride, self-confidence, and a feeling of belonging within the student body.

- White polo shirt or round neck shirt\*
- Plain navy round necked sweat shirt\* or a Portland logoed sweatshirt (No embroidered/sports sweatshirts e.g. Nike/Adidas)
- Plain black trousers/jogging bottoms or plain black shorts (No jeans), black/grey skirt, plain black leggings

Students are expected to bring a PE kit to change into on PE days. The expected kit is:

- Plain black shorts/jogging bottoms
- Plain white t-shirt or polo shirt (No football shirts)
- Trainers

- › To keep our young people safe, jewelry must be removed for PE lessons and other physical activities
- › Portland School expectations avoid discrimination in line with the Equality Act 2010
- › Portland School are always happy to work with parents and families where our uniform policy doesn't support the needs of our students (e.g. sensory needs)

### 4.2 Where to purchase it

- › One sweatshirt with logo, will be ordered through the school each year in September, free of charge.
- › A swap shop is available for families who want to return or have a good quality, used school sweatshirt.
- › Families can also order additional new school sweatshirts through the school office: [portland@portland.set.org](mailto:portland@portland.set.org)
- › Any families needing support to buy uniform items, should speak to the Family Support Team.

## 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)

Pupils are also expected to contact Key Stage Leads if they want to request an amendment to the uniform policy in relation to their protected characteristics.

### 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 Key Stage Leads 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 Senior Leadership Team if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Senior Leadership Team.

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.

## 6. Monitoring arrangements

This policy will be reviewed annually by the senior Leadership Team.

## 7. Links to other policies

This policy is linked to our:

- › Behaviour policy
- › Equality information and objectives statement
  - › Anti-bullying policy
- › Complaints policy



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