



School Uniform Policy

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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 carers and parents
- 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 learners 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 learners
- Allow all learners to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all learners to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow learners to request changes to swimwear for religious reasons
- Allow learners to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking learners or their carers and parents to get in touch with the School Secretary secretary@kennellaneschool.com.

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 or a unique fabric/colour/design) cannot be purchased from a wide range of retailers and that requiring many such items limits carers and 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 carers/parents

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible
- 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 learners 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 carers and parents to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on carers and parents of any changes
- Consulting with carers and parents 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

Main Uniform

- Light blue polo shirt with a collar
- Black trousers / shorts / black knee length skirt
- Black sweatshirt / jumper or cardigan. Learners should not wear 'hoodies'
- Black, flat soled, comfortable shoes with Velcro or laces

PE Kit

For all PE lessons, learners will need:

- A blue t-shirt
- Black shorts or black jogging bottoms (for winter)
- Plimsolls / trainers.

As part of their PE lessons, learners may have swimming lessons. They need to bring:

- A towel
- Swimming costume/trunks. The swimming costume trunks need to be appropriate for sport and remain opaque when wet. Fashion costumes/Bermuda shorts are not appropriate for use in school.
- Comb/brush

KS5 / 6th Form School Uniform

In 6th Form, learners wear smart casual clothes (no hoodies).

They may need to bring a change of clothing for PE and outdoor activities.

For Secondary and Sixth Form

Hairstyles & Make-up

No extreme hair styles and colours (to include patterns shaved into hair).

Only natural looking make-up to be worn.

If you have any queries about your young person's hair style please contact the school to discuss.

Keeping personal items safe

Please label clothes and all personal items and ensure that your young person recognises new personal pieces of property (for PE or class use) when you purchase them.

4.2 Where to purchase it

Our uniform is unbranded meaning carers and parents can purchase the items above from a supplier or store of their choice.

5. Expectations for our school community

5.1 Learners

Learners 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)

Learners are also expected to contact the School Secretary secretary@kennellaneschool.com if they want to request an amendment to the uniform policy in relation to their protected characteristics.

5.2 Parents and carers

Carers and parents are expected to make sure their young person has the correct uniform and PE kit, and that every item is:

- Clean
- Clearly labelled with the young person's name
- In good condition

Carers and parents are also expected to contact the School Secretary secretary@kennellaneschool.com if they want to request an amendment to the uniform policy in relation to:

- Their young person's protected characteristics
- The cost of the uniform

Carers and 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 carers and parents to arrive at a mutually acceptable outcome.

5.3 Colleagues

Colleagues will closely monitor learners to make sure they are in correct uniform. They will give any learners 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 the Extended Leadership Team.

In cases where it is suspected that financial hardship has resulted in a learner not complying with this uniform policy, colleagues 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 carers/parents and learners
- Offers a uniform that is appropriate, practical and safe for all learners

The board will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money, for example by avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

6. Monitoring arrangements

This policy will be reviewed annually by the Senior Leadership Team. At every review, it will be approved by the full governing board.

7. Links to other policies

This policy is linked to our:

- Behaviour Policy
- Equality information and objectives statement
- Complaints Policy