



UNIFORM/DRESS CODE POLICY

Policy Number	
Reviewed	May 2024
Review Date	July 2024
Owner-Name	Sarah Makin
Owner- Job Title	Executive Head

This policy should be read in conjunction with;

Promoting good behaviour and discipline

Rationale

We understand that many of our children have sensory needs that may make wearing certain items of clothing difficult for them, so we aim to be flexible in terms of what is required.

A dress code is a key part of our school, giving a sense of belonging and identity. It ensures that children are wearing clothing that is suitable for the activities they will be carrying out and enables our pupils to be recognised easily when on educational visits while enabling parity with children from different socio-economic backgrounds.

It also provides the very first boundary within the school environment, and it is an expectation that children stay within this boundary, and parents and carers support them to do so. Children feel safer when firm boundaries are in place, and uniform is a visual symbol of a boundary for them.

We encourage our children to celebrate their individuality, however this has to be done within the constraints of what is suitable for school which is in effect a workplace.

The information below outlines what is acceptable and what is not.

Uniform for all pupils

Permitted bottoms:

- Black traditional school trousers
- Black traditional school shorts
- Black shorts of a sweat pant material
- Black jeans (not faded or ripped)
- Black sweatpants
- Thick black leggings (through which underwear cannot be seen and **no** mesh panels)
- Thick black cycling shorts that are at least mid-thigh in length and through which underwear cannot be seen
- Black culottes
- Black skort which is no shorter than mid-thigh in length
- Black skirts with suitable undershorts (cycling shorts may be used), or high denier black tights may be worn. Both skirt and shorts must be at least mid-thigh in length with the shorts not being visible when standing.



Although infrequent, physical interventions do take place. The school does insist that any pupil wearing a skort/skirt must be of the length with the suitable undershorts/tights as set out above to ensure that pupils and staff maintain dignity.

Not permitted bottoms:

- Branded clothing other than a very small logo, such as a Nike tick
- Bottoms in a colour other than black
- Shorts or skirts that are shorter than mid-thigh
- Any fancy dress
- Denim other than black
- Tights other than ones which are plain black



If a pupil regularly ignores the dress code in terms of length of skirt and/or undershorts/tights, this pupil's option to wear this choice of uniform may be restricted.

Permitted Tops

- School logo V Neck jumper in black or grey
- V Neck jumper in black or grey with **no logo**
- School logo sweater in black or grey
- Plain sweater in black or grey with **no logo**
- Black or white school polo shirt
- Black or white polo shirt with **no logo**
- Plain black or plain white T-shirt or vest worn under school sweater
- School logo black or grey fleece



Pupils are required to wear one item of clothing with the school logo on it. Parents/carers can order these branded items through school with school paying the first £30 of the cost per academic year.

Tie. Some of our children enjoy wearing this, as it makes them feel smart. Other children may find them restrictive, so this is an optional part of uniform, and must be requested.

Not permitted tops:

- Any colour other than black or grey
- Branded clothing that is not the school brand
- Any fancy dress



Footwear

Suitable shoes or trainers that must be flat and not steel toe-capped. Block heels of no more than 3cm will be allowed.

Heels, open toes shoes, backless shoes are not permitted

Clothing that is not permitted

- Fancy dress
- Headwear of any sort, including cat ears/dog ears
- Tails
- Heavily branded items of clothing (and no branding on the t-shirts/jumpers other than school logo)
- Hoodies
- Caps
- Gloves inside of the building
- Open toed-shoes, sandals or flip flops – these are not safe in the school environment and activities in class
- High heels – these are not safe in the school environment for activities carried out
- Make-up that is more suitable for night-time (thick eyeliner, heavy contouring, extremely long false lashes, foundation that is not blended into the skin's natural colour, heavy eyeshadow)
- False nails that are longer than 4mm over the finger- these present a health and safety hazard, and could cause harm to the child, other children or inhibit learning activities.

Key Stage 5 pupils are part of our Higher Education setting and as such are expected to wear smart casual clothing as they would in any other Higher Education/college setting. They can choose to wear a school uniform if they wish.

Hair styles

Hairstyles should be moderate in style. Long hair should be tied up. This is to avoid health and safety risks. Large, excessive hair accessories should not be worn; however, small hair clips or plain headbands are acceptable. At the Head Teacher's discretion, there may be exceptions to the above in extreme circumstances e.g. a pupil may be permitted to cover their hair if they have hair loss / illness etc. We encourage our children to show their individuality in sensible ways that will not result in them being teased and allow to understand what is accepted within a 'work environment'. Hair colour and cuts are one way of showing individuality, if they are suitable for the child's age and cannot be considered offensive. It may be sensible for parents or carers to speak to school staff first. Staff may advise on whether a hair style is suitable or not: please consult with school beforehand if you are unsure.

Jewellery

Pupils may wear jewellery that is suitable for a workplace. Necklaces should be able to be concealed under jumpers or tops. Rings should be flat so as not to catch and cause injury. Simple stud earrings or nose rings or small hoops are allowed, as long as they will not easily catch clothing or cause injury if they are easily caught. Bracelets/bangles should not make a noise while a pupil is writing as this noise may be irritating to others. All jewellery is worn at their own risk and the school is not liable for any loss or damage. Pupils should be aware that for certain lessons – PE, Food Tech, Construction etc, they may be required to remove the jewellery should it potentially pose a health and safety risk.

Sun glasses are not allowed within school except where this addresses a medical need.

If we are concerned that a pupil's jewellery poses a health and safety risk to themselves or others, they may be asked to not wear it for school. A clear reason for this will be provided.

Smart watches that connect to phones and are capable of making /receiving call and/or texts messages, taking photos or recordings of any sort, are **not** allowed.

Make-Up

We understand that some of our pupils enjoy wearing make-up and it helps increase their self-confidence. Light make-up that would be suitable in an office situation, is acceptable for school. This can include foundation, concealer, tidied eyebrows that look natural, light mascara or **short** false eyelashes, light contouring and blushers.

Nail polish

Polished nails are acceptable. False and acrylic nails that hang more than 4mm over the end of the finger are **not** permissible.

PE Kit

We ask children bring in a suitable change of clothes to do PE in. This includes leggings, a long T-shirt, shorts or sweatpants/joggers (although these could be too hot). All clothes must be appropriate to be used in school. Children will also need sensible footwear – trainers or pumps.

Outdoor Education

Pupils should wear suitable clothing that can get wet and muddy and is warm when needed. This can include branded clothing. We highly recommend that for some activities pupils bring a change of clothes! You will be notified of these sessions in advance.

Science, Food Technology/Catering & Construction

There are specific expectations in these subjects for what pupils wear to keep themselves safe, or uphold hygiene requirements. Long hair must be tied back, and there may be specific clothing for pupils to wear, such as aprons or chef hats which will be provided by school. In construction, as a safety requirement, children must wear specific boots and overalls. These are provided by school. If a child refuses to wear such items, they will not be able to participate in specific activities. We will ask parents and carers to support us with this in encouraging their child to follow the rules.

Pupils will not be able to complete practical activities in food technology/catering if they are wearing nail polish, false nails, or not professionally applied false eyelashes. This is to comply with expectations around food hygiene.

Supporting pupils with uniform

We do understand that some pupils, for example, may use clothing as a comforter, such as a coat or a hoodie. Work will be carried out with the family and our family liaison team, and our therapy team, to support the young person to 'fit in' with the rest of the school. **What is not accepted**

Open toed-shoes, sandals or flip flops – these are not safe in the school environment and activities in class.

High heels – these are not safe in the school environment for activities carried out

Non-school hoodies or jumpers

Cycling shorts (can be worn as undershorts with a skirt)

Make-up that is more suitable for night-time (thick eyeliner, heavy contouring, extremely long false lashes, foundation that is not blended into the skin's natural colour, heavy eyeshadow)

False nails that are longer than 4mm over the finger- these present a health and safety hazard, and could cause harm to the child, other children or inhibit learning activities.

Parent and Carers Support and Responsibility

We rely on parents and carers to support us by ensuring their child is dressed appropriately for school in accordance with this policy, and we will do our best to support parents and carers with this.

If a child attends school not wearing correct uniform, we will contact the parents/carers to inform them. If incorrect uniform is worn on a third occasion in two week period, we will request that parents and carers come into school with the correct uniform for their child to change into, or transport the pupil home so they can get changed into correct uniform. Pupils may be asked to sit away from the main body of pupils while arrangements are being made. If this becomes a persistent issue, then a meeting will be called with parents/carers to look at how they can be supported with these boundaries.

If a child attends school with clothing or make up that isn't safe for the school environment, they will sit with a member of staff away from their peers with provided work until the issue has been rectified. This may require the parent/carer attending site to support with removal of false nails, provide suitable footwear etc.

If a child attends school wearing an item of clothing that may cause difficulties with behaviour or result in other pupils becoming heightened, the child will sit with a member of staff with provided work until the issue has been rectified.

Where a child has medical and/or sensory needs that may conflict the policy above, the school would discuss this on an individual basis with parent/carer before any allowances may be allowed.