



Pendle
Education Trust



Policy/Procedure/Guideline:	Uniform Policy
Author of Policy	C.Swain, Senior Deputy Principal
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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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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 a way that is appropriate for school and makes them feel most comfortable
- Enable pupils to wear religious garments, such as headscarves, as appropriate within the overall uniform appearance
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with Mrs Swain, Senior Deputy Principal, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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 items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
 - 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 leveller
- Not having different uniform requirements for different year/class/form groups
- Not having different uniform requirements for extra-curricular activities
 - Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
 - Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
 - Consulting with parents/carers 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 Academy's uniform

- Black blazer with Academy badge
- Designated grey trousers with school logo OR Designated knee length grey skirt with school logo
- Plain white school shirt
- Black v-necked jumper with academy badge (optional)
- School tie
- Black or grey socks worn with trousers OR black or white ankle/short socks for Spring/Summer and black opaque tights for Autumn/Winter worn with skirts
- Black school shoes (see below)
- Outdoor coat in dark, plain colour

Ties

Different year groups have a different coloured tie to give each year their own identity.

These colours stay with them throughout Years 7-10 at Colne Primet Academy, before changing to a black tie for Year 11. Information about the relevant colour for each year group is on our website and in our parent handbook. This is also shared for each incoming year 7 group as part of their admissions information.

Headscarf Hijab or hair covering

A plain black headscarf or hair covering may be worn for religious, cultural or medical reasons. If a headscarf is worn, it is important that this covering conforms to safety regulations in order that the student can work in

safety at all times. This means that it must be tied neatly and secured so that there is no draping or loose fabric which may be caught during practical subjects or while moving around the building. The headscarf should be tied so that the students tie is clearly visible. Students must remove the headscarf for PE / sporting activities for both safety and hygiene reasons. Students who wish to keep their hair covered for these activities are able to wear a sports hijab, or similar, which is a plain black or navy blue colour and consists of a single piece of normally elasticated fabric that is not tied or fastened with any additional pins.

Shoes

Shoes must have a sturdy sole and be fully black. Students are not allowed to wear trainers, boots, sandals, or pumps. Students will be required to wear school loaned shoes if they arrive in school without appropriate school shoes. Please be aware that some commercial retailers may label some part of their range as 'Schoolwear' when it is not. This is especially common in footwear. Both girls and boys are asked to wear black shoes. The pictures give some guidance as to appropriate footwear at Colne Primet Academy.



Acceptable jewellery

Students are allowed to wear a wristwatch and one pair of plain stud or small sleeper earrings in the lower ear. No other jewellery e.g. rings, chains, bands, bracelets and tongue or nose piercings may be worn. We have a duty of care to all our students and this includes responsibility for health and safety. The wearing of facial jewellery, nose studs, tongue piercings, multiple earrings, necklaces, ear stretchers and other items which could cause harm or breach Health & Safety requirements in school is not allowed. We are unable to accept responsibility for replacing any items which are lost or stolen whilst in school. School reserves the right to ask students to refrain from wearing inappropriate jewellery or other items of non-uniform; for reasons of safety, security or appropriate appearance, students will be asked to remove the item.

Make-up

No visible make-up, false eyelashes or acrylic / polished nails are allowed. Students will be asked to remove any if worn to school.

Hair

In addition to adhering to the correct dress code outlined in the uniform policy we also expect students to present themselves with an acceptable appearance. As we strive to prepare and equip students for working life we expect hairstyles to be sensible and appropriate for school. Hair colouring is to be all one colour and a natural colour. Extreme haircuts are not acceptable. The definition of an extreme hairstyle is at the discretion of the Senior Leadership Team, but include:

- No shaved heads or other extreme hairstyles
- Hair must not be shorter than a number 2 razor cut
- No tram lines
- No decorative braids in unnatural colours
- No excessively bright or multi coloured hair dyed in other than natural colours.

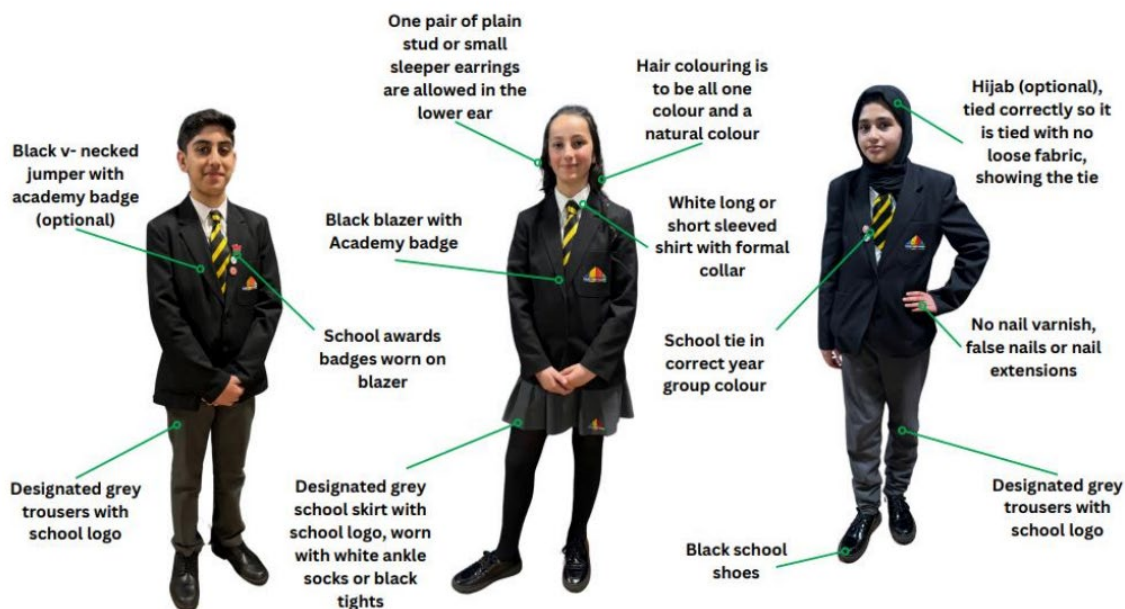
Students must wear their hair tied back during practical lessons for safety and hygiene reasons, for example in PE, Food technology, Design technology and Science when carrying out experiments.

Coats

Please ensure your child has an appropriate coat which they can wear to and from school and when outside at break and lunchtimes. Coats should be a dark, plain colour. Coats must be removed on entry to the building, so we can see students wearing their uniform with pride and their tie colour. Please ensure that all uniform and coats are marked with the student's name.



OUR SCHOOL UNIFORM



PE Kit

We have updated our PE kit recently, to demonstrate our Proud to be Primet ethos. All new students including all Year 7, must be in our new PE kit. Although older students can continue to wear their existing kit initially, any new PE kit bought for students in Years 10-11 needs to be replaced with our new kit. Our old PE kit will no longer be available to purchase. The codes for each item ensure that the correct one is purchased, but our uniform suppliers know what our new kit consists of and will sell these items labelled as Primet PE kit. All our PE kit is Navy, Scarlet and White, and consists of:

- T-shirt with embroidered school logo (Encore ZR10)
- Bottoms – choice of: o Shorts (Encore ZR50) o Skort (Encore ZR60) o Leggings (Encore ZR38) - worn alone or under the skort or shorts o Tracksuit bottoms with academy logo (Chadwick 890)
- Optional sweatshirt with school logo (Encore ZR45)
- Students will also need: black or navy blue socks, trainers.

For particular sports, including when playing as part of the school sports teams, the following may be needed: Shin pads, football boots. Students are expected to bring PE kit to lessons regardless of illness/injury. They will be expected to contribute to the lesson as time keeper/scorer/umpire etc. and expected to be dressed in PE kit for this. Please ensure that all uniform and PE kit is marked with the student's name.

4.2 Where to purchase it

Our uniform can be purchased from:

- Whittakers Schoolwear, based in Pendle Village Mill (next to B&Q Nelson). They also provide an online service.
- Jean Junction, based on Scotland Road in Nelson. They also provide an online service.

- SHAFI's Official Schoolwear, 15 Scotland Road, Nelson, BB9 7UT. No online service.

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/carers 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/carers 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 correct the uniform breach and also offer replacement items to be loaned until the issues are resolved. If the issues are not resolved either through loan or purchase sanctions will apply.

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/carers and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

6. Links to other policies

This policy is linked to our:

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