

# Uniform Policy



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# 1. Aims

Our Uniform Policy is intended to reflect a practical approach to achieving a standard of uniform that is both functional and smart. It is designed to achieve equal opportunities wherever possible; to ensure that the students enjoy a corporate identity; to provide safe and functional clothing and footwear and to minimise any personal risk to the health and safety of students and staff.

At Unity College, we believe that school uniform achieves three important goals:

- It encourages a sense of community identity and pride. By wearing the same badge and the same clothing, students are encouraged to think of the needs of the community as well as their own individual needs
- It encourages our students to develop habits of discipline and personal responsibility that will stay with them for life
- It prevents unkindness or bullying while keeping costs down. By requiring all our students to wear the same low-cost uniform, we reduce the incentive for students to ask parents for the latest (and most expensive) items of fashion. As a result, costs are kept as low as possible and no child can be seen to be poorer or wealthier than any other

This Policy aims to:

- Set out our approach to requiring a school 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 college uniform

## 2. 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, Unity College will:

- Avoid listing uniform items based on sex, to give all students 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 students
- Allow all students to have long hair (although we reserve the right to ask for this to be tied back)
- Allow all students to style their hair in a way that is appropriate for college and makes them feel most comfortable
- Allow students to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow students to wear headscarves and/or other religious garments
- Allow students 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 students or their parents to get in touch with their Head of Year 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 uniform

Unity College 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 college 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 and carers

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 and/or long-lasting items, such as ties and blazer
- Considering cheaper alternatives to college-branded items, as long as this doesn't compromise quality and durability
- Keeping the number of optional branded items to a minimum, so that the College's uniform can act as a social leveller
- Avoiding different uniform requirements for different year/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents and carers 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, carers and students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

### 4. Expectations for college uniform

#### 4.1 Unity College's uniform

##### Compulsory Items

Item	Notes
Black Unity College blazer	To be worn at all times
Plain white shirt with collar	Either long or short sleeved
Black tailored trousers or skirt	No jeans, leggings or sportswear are permitted. Tight-fitting, tube-style skirts are <b>not</b> permitted. See <i>notes below</i> .
Unity College tie	Provided by the College

Plain black socks or tights	Socks must <b>not</b> be worn over the knee
Plain black, flat shoes	No trainers, no boots, no logos

### Optional Items

Item	Notes
Black Unity College V-neck jumper	No other jumpers, tops or jackets to be worn beneath blazers

### Unity College PE Kit

#### Compulsory Items

Item	Notes
Unity College PE polo shirt	Maroon and sky blue with college logo
Unity College PE shorts	Maroon and sky blue with college logo
Unity College PE socks	Maroon with three sky blue stripes
Training shoes	
Football boots	No metal studs
Shin pads	

#### Optional Items

Item	Notes
Unity College ¼ zip top	Maroon and sky blue with college logo
Plain black or navy jumper or jacket	
Tracksuit bottoms	Plain black. No stripes or large logos
Tracksuit top	Plain black. No stripes or large logos
Unity College rain jacket	
Mouth guard	Recommended for rugby and hockey
Astroturf trainers	Recommended for use on the Astroturf
Towel	
PE bag	Black with college logo

## Identifying Items

All items should be **clearly named**. Belongings that are lost can be easily returned to their owner if they have been named. This is not the case for un-named items.

## Rules and Expectations

All students are expected to wear their uniform correctly and with pride. Ties must be worn correctly, with the top shirt button done up and the shirt tucked in.

Students not wearing correct uniform will be removed from lessons until the uniform issue is rectified, usually by the correct item being brought into college for them.

**Students are not permitted to wear make-up, fake tan, false eyelashes, nail polish or any type of false nails.**

## Blazers

The College blazer is to be worn at all times, unless permission is given for it to be removed. We discourage students from wearing any non-uniform clothing such as coats\* sweatshirts, hoodies, etc. and, if these are worn, they must be removed upon entry to the building.

*\*weather permitting*

## Skirts

Skirts must be between five centimetres above or below the wearer's knee. Skirts of a length outside of this are not permitted under any circumstances. Tight-fitting 'tube' or 'bodycon' style skirts must not be worn.

*Examples of acceptable style of skirt*



## Trousers

Trousers must be black, traditional, formal style tailored school trousers. Other colours or styles such as jeans, leggings or sports-wear are not permitted.

## Collared Shirt and Tie

Shirts must be worn tucked in with all the buttons done up right up to the neck underneath the College tie, which must be tied appropriately.

## Jumpers

The College uniform jumper is an optional item that may be worn in addition to the blazer. No other jumpers or cardigans, etc., are permitted.

## Shoes

School shoes should be black, flat and logo-free. The style should be traditional, avoiding the appearance of a trainer.

The following are **not** permitted:

- Styles that appear to be more like sports trainers than professional black shoes, especially due to the material of the shoe
- Boots or ankle boots
- Suede shoes
- Styles with obvious logos or branding
- Elaborate buckles or decorations or patterns
- Any white or colourful details

Examples of **acceptable** styles of shoe:



Examples of **unacceptable** styles of shoe:



### Face and Head Coverings

For reasons of security and health and safety, no hats, helmets, hoods or face veils should be worn in the College. Headscarves and turbans may be worn on religious grounds only and must be black or white in colour. Any other items such as scarves must be removed upon entry to the building.

### Jewellery

Unity College operates a strict no jewellery policy for both boys and girls. Specific items that are not allowed:

- Earrings or ear studs of any sort
- Piercings of any sort (including retainers)

- Bracelets
- Rings
- Necklaces or chains

Any jewellery worn by a student while in college uniform will be confiscated in line with our confiscation policy.

The College does permit students to wear watches but they should be plain and understated in style. **Smart watches and Fitbits are not allowed.** Oversized fashion watches, watches in bright colours and watches worn as jewellery are not acceptable. Any unacceptable watches worn by a student while in college uniform will be confiscated in line with our confiscation policy.

### Hair

If longer than collar length, hair must be tied back in situations where it could cause a danger to the individual or others, such as in PE and other practical lessons. Extreme fashion hairstyles and colours are not allowed. Hair must be natural colours only.

### Specialist Clothing

Some subjects will require specialist clothing, such as aprons, laboratory coats and goggles. Students are to wear the required specialist clothing when directed to do so by staff.

### Items of Religious Significance

The Headteacher may grant exceptions to any of the above, but only where this is required as a matter of sincere religious observance and where this can be substantiated by a letter from the leader of the relevant religious community.

## 4.2 Where to purchase it

College-branded uniform can be purchased from:

<b>Whittaker's Uniform Suppliers</b>	Pendle Village Mill, Hollin Bank Road, Brierfield, Nelson, BB9 5NG Tel: 01282 442424
<b>J3 Clothing</b>	23 Standish Street, Burnley, BB11 1AP Tel: 01282 831087
<b>Moonline Uniforms Ltd</b>	37 Standish Street, Burnley, BB11 1AP Tel: 01282 423030

Non-branded items, such as shirts, trousers, skirts and shoes, can be purchased from high-street retailers and supermarkets.

## 5. Expectations for our college community

### 5.1 Students

Students are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

- On the College premises
- Travelling to and from college



- At out-of-college events or on trips that are organised by the College, or where they are representing the College (if required)

Students are also expected to contact their Head of Year 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 their child's Head of Year 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 College's uniform in a timely and reasonable manner.

Disputes about the cost of the College uniform will be:

- Resolved locally
- Dealt with in accordance with the College's Complaints Policy

The College will work closely with parents to arrive at a mutually acceptable outcome.

## 5.3 Staff

Staff will closely monitor students to make sure they are in correct uniform. They will give any students and families breaching the uniform policy the opportunity to comply but ongoing breaches of our uniform policy will be dealt with in accordance with the College's Behaviour Policy.

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

## 5.4 Governors

The governing body will review this policy and make sure that it:

- Is appropriate for our College's context
- Is implemented fairly across the College
- Takes into account the views of parents and students
- Offers a uniform that is appropriate, practical and safe for all students

Governors will also make sure that the College'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 five years.

## 6. Monitoring Arrangements

This policy will be reviewed annually by the Headteacher. At every review, it will be approved by the Community Partnerships Governors Committee.

## 7. Links to other policies

This policy is linked to Unity College's:

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