

## **SCHOOL UNIFORM POLICY**

### **Rationale**

The governing body, after appropriate consultation with staff, parents, carers and students, under S130 of the Education Act 1996, has decided that a school uniform is necessary for all students of compulsory school age.

Post 16 students will be required to follow an agreed dress code. It is intended that the school's ethos and image will be reflected in the uniform and dress code thus creating a positive attitude and atmosphere.

### **Policy**

The purpose of the school's uniform policy is:

- to ensure that all students regardless of culture, gender or social background have equal access to school uniform;
- to ensure where students are involved in hazardous situations safety measures will be observed to ensure the health and safety of students;
- to ensure that no student will be prevented from joining the school because of the prohibitive cost of the uniform;
- to ensure that students present positive images of the school in their dress.

### **Guidelines**

- 1 The regulations relating to school uniform are published annually in the school prospectus.
- 2 The cost of the school uniform is reviewed annually. The cost of the uniform should not, in practice, prevent students from joining the school.
- 3 Opportunities are available, through the student's Head of Year, for parents to acquire nearly new uniform from past students.
- 4 The school has taken into consideration the requirements of the Race Relations Act 1976 and the need for certain groups to wear traditional dress.
- 5 The school will not use its powers to exclude students permanently for failure to follow regulations relating to school uniform. However, where a student is not in correct uniform they will be offered the opportunity to go home and change or change into correct uniform from school supplies. Where a student refuses to make the necessary change/s they will be refused admission for the time being as a disciplinary matter.
- 6 The school has taken into consideration the requirements of the Sex Discrimination Act 1975 in drawing up the uniform requirements.

- 7 The Health and Safety at Work Act 1974 makes certain demands, as does common law, relating to hazardous situations. In particular, safety aspects relating to footwear, jewellery and protective clothing must be applied where appropriate (see appendix I).
- 8 Where a student is unable to provide protective clothing as required, the school will make a basic provision to meet health and safety regulations.
- 9 The student's Form Tutor will be required to check the student's uniform and general appearance daily. Where a student continues to disregard uniform regulations the Form Tutor should refer the student to their Head of Year. The Head of Year should see the student and contact home if necessary.
- 10 Where there is a dispute regarding school uniform and what is appropriate the Headteacher's decision is final.

### **Monitoring, Evaluation and Review**

- 1 School uniform will be monitored by the year staff and the senior leadership team.
- 2 The health and safety governor will have a link role between the school and the governing body, and will specifically monitor the use of protective clothing.
- 3 The policy will be reviewed triennially by the senior leadership team.

### **Dissemination of the Policy**

This policy is available on the school website, on request to parents, the LA, and OFSTED through the Head Teacher. A copy will be stored on staff files.

### **Other policies that have relevance are:**

Admissions and Appeals  
 Equal Opportunities  
 Health and Safety

Date approved by Governors	November 2010
Date to be reviewed	November 2013

## Appendix I

### Health and Safety: Protective Clothing and Jewellery

#### 1 Art Department

- 1.1 Aprons are provided in all Art rooms to protect clothing from paints, dye etc.
- 1.2 Gloves and face masks are provided in pottery for mixing glazes etc.
- 1.3 Eating and drinking is not permitted in Art rooms

#### 2 Science

- 2.1 Risk assessments have been carried out for all practical work
- 2.2 There are no practical tasks at Key Stage 4 where protective clothing is required, other than eye protection, which is provided by the school
- 2.3 Students can purchase their own laboratory coats for Advanced Level Chemistry or use those provided by the department.
- 2.4 Where there is a risk of splashing corrosive liquids, or when using micro-organisms or open radioactive sources laboratory coats will be worn.
- 2.5 Protective gloves must be worn when:
  - handling dangerous chemicals and chemicals known to sensitise the skin and cause allergic reactions
  - handling hot apparatus
  - working apparatus, especially if it has been contaminated with chemicals, etc.
- 2.6 Protective goggles or spectacles must be worn by staff and students whenever there is a recognised risk of damage to the eyes or face. For example, they should be worn when:
  - handling acids or alkali
  - heating chemicals
  - dissecting a vertebrate animal (when detached pieces of bone may flick into the eye)
  - stretching elastic materials
  - carrying out a potentially exothermic reaction
- 2.7 All articles of eye protection should be checked regularly to ensure that the protective device does not impede vision. Any article of eye protection must be renewed immediately if it becomes ineffective eg when heavily scratched.

#### 3 Food

- 3.1 Risk assessments are included in schemes of work
- 3.2 The department provides aprons for all students
- 3.3 Gloves are provided for washing up for students who have skin allergies
- 3.4 Nail varnish remover is provided in each room and students are required to remove nail varnish prior to practical lessons
- 3.5 Long hair should be tied back in all practical lessons
- 3.6 No jewellery to be worn in practical sessions
- 3.7 Appropriate footwear to be worn eg no sandals

#### 4 Textiles

- 4.1 Eating/drinking are not allowed in textiles rooms
- 4.2 Students are provided with rubber gloves, masks and eye protection when mixing dyes
- 4.3 Hair to be tied out of face when using sewing machines/overlockers

#### 5 PE

- 5.1 Protective clothing is provided in cricket and hockey
- 5.2 All jewellery must be removed prior to practical lesson
- 5.3 Students are required to provide appropriate footwear eg boots when playing hockey, rugby or football
- 5.4 Students are required to wear shin pads when playing football and hockey
- 5.5 Students are advised to wear a mouth guard for rugby

#### 6 Drama

- 6.1 Students may be required to remove jewellery and/or socks and shoes during a practical lesson
- 6.2 When students are involved in painting, overalls are provided by the department
- 6.3 Students are permitted to wear trainers in Drama lessons. However, they are required to put on normal shoes at the end of the lesson
- 6.4 Staff are required to wear hard hats, and protective gloves provided by the school, when rigging lights

#### 7 Agriculture

- 7.1 Where needed the Farm provides a basic health and safety provision ie gloves, ear protectors etc
- 7.2 The department provides personal protective equipment (Totector boots and overalls), for all practical work in Years 10 and 11, as well as courses in the Sixth Form. They can bring their own equipment but must ensure that the boots have steel toe-caps.

#### 8 Technology

- 8.1 Face shields/visors for use with machinery
- 8.2 Goggles for Ox/Ac welding
- 8.3 Face shields for Electric Arc and Mig welding
- 8.4 Leather gloves for handling hot metals or plastics
- 8.5 Long hair should be tied back
- 8.6 The wearing of substantial footwear is important. Trainers are not acceptable.
- 8.7 Loose jewellery/rings to be removed for practical tasks
- 8.8 Thick rubber gloves for handling greasy metal
- 8.9 Aprons –supplied by the department to students and should be worn for any practical activities in the workshop
- 8.10 Smocks for staff
- 8.11 Face masks for dust

## **Sixth Form Dress Code**

The Sixth Form at Redborne has a dress code. This was reviewed in consultation with staff and students. It was agreed by both staff and students that a dress-code was important in an educational establishment, especially one which younger pupils attend. It should be recognised that a school is a place of work. There is enough flexibility within this code for you to be able to dress comfortably and to allow self expression.

The dress code is as follows:

- Caps (baseball, trucker caps or similar) are not to be worn
- Shoulders and midribs should be covered (ie no strappy tops or vests)
- Skirts should be on or below the knee
- Trousers should be full length. Shorts and three-quarter length trousers are not permitted
- Modesty should be considered
- Footwear should be appropriate for the lesson. Open shoes are not suitable for practical subjects and flip-flops are a health and safety concern in the busy areas of the school
- Words and diagrams on clothing should not be offensive or possibly be seen as offensive (eg references to drugs or sex)
- Hats should not be worn as fashion items but in cold weather to keep warm. Hats should not be worn indoors
- Facial piercings of any kind are not allowed. It is not acceptable to cover a piercing, for example, with a plaster or where clear, supposedly 'invisible' piercings.

Extremes of hairstyle are not allowed. What is an extreme and therefore unacceptable hairstyle is difficult to define. The current school Hairstyle Policy states:

*'The school does not accept any display of inappropriate hairstyles, including':*

- *The dying of hair to an extreme and unnatural colour (eg red, blue or pink)*
- *Shaven heads where the hair is shorter than a number 1*
- *Long hair that may be hazardous (eg beyond the lower back)*
- *Sculpted hairstyles where the hair is deliberately shaped into an extreme style or design*

Additionally the following guidance should be adhered to:

- Patterns or words shaved into very short hair are not acceptable.

The final decision on what is acceptable rests with Mr Croft, the Head Teacher.