



Exmouth
Community
College
Academy Trust

COLLEGE UNIFORM POLICY

Policy Details	Date
Written by	The Key Model
Reviewed by	David Turner
Ratified by	Full Governing Board
Date agreed by Governors	FGB 19.09.23
Review Cycle	Annually
Review date	Summer 2024

Contents

1. Aims	22
2. Our school's legal duties under the Equality Act 2010	22
3. Limiting the cost of college uniform	22
4. Expectations for college uniform	43
5. Expectations for our college community	66
6. Monitoring arrangements	77
7. Links to other policies	77
8. Addendum - reasonable adjustments	7

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 college 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 college 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 the way that is appropriate for school yet makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Deputy Headteacher at the college who can answer questions about the policy and respond to any requests

3. Limiting the cost of school uniform

Our uniform cost has been compared and costed to demonstrate affordability and value for money as outlined below:

Branded		Optional branded		High street	
Item	Cost	Item	Cost	Item	Cost
Trouser	15.5 - 20	PE Shorts	8.25 - 10	Shirt (2)	9- 15

Skirt	18.5 – 22.5	PE Tracksuit	16 - 19	PE Shorts	4.00 – 5.00
Jumper	18 - 26	PE Warm top	20 - 24	PE Tracksuit	5 - 10
Tie	6	Socks	5- 6	Socks	4.50
PE top	9.25 – 11.25	PE Top KS4	12.50 – 16.50	Shoes	30+
		Skort	12.25 – 14.75	Bag	12+
				Coat	12+
				Shin pad	2.50
				Gum shield	2
TOTAL	48.75 – 65.75		49.25- 59.00		81.00 – 93.00

Consultation took place about the uniform and affordability in 2018 with parents and carers when it was last reviewed and updated.

Our 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 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' 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 any items with distinctive characteristics where possible for example, worn over the jumper, features the college logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Considering cheaper alternatives to college-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 pupils could wear on non-college days, such as coats, bags and shoes
- Keeping the number of optional branded items to a minimum, so that the college'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 where possible
- Considering alternative methods for signaling differences in groups for intercollege competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers 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 school uniform

4.1 Our college's uniform

Branded items

College Jumper - Navy V-neck, with crest from approved supplier. Jumpers must be worn at all times unless students are given permission to remove them by a member of staff. The hem of the jumper must be visible.

Trousers - Banner Signature trousers - Contemporary or Classic fit

Skirt - Banner Designer pleated skirt - Contemporary or Classic fit

Shorts - Banner shorts are permitted

Tie - The tie must have the correct (2022/23) coloured stripe for your child's relevant year group and be worn with 5 stripes below the knot.

(Year 7 students keep the same colour tie for their 5 years in KS3&4)

Non Branded items

Shirt - A plain white shirt or blouse with tailored collar, buttoned to the neck with the top button done up, which must be tucked into trousers or skirt at all times. Shirts must not be rolled up to avoid any exposure of the back or torso.

Shoes - Leather or synthetic leather, all black flat shoes with no other colours, which can be polished. **No high or mid top shoes or boots allowed.**

Socks - Plain black without logos, not above the knee and not below the ankle. Black, opaque tights without extra socks worn.

Coat and Bag – all students must have a bag for books/kit and a warm/waterproof coat. Only one warm and waterproof coat can be worn during the College day.

PE Kit Required for ALL students

College PE kit branded items from September 2023

- Branded PE T-Shirt (purple)
- Approved College ¼ Zip Top from uniform suppliers

College PE kit non-branded items from September 2023

- Black College shorts (including 2 in 1 athletic shorts) - Plain Black similar style - (small logo only) - No cycling shorts (Nike pro)
- Long black football socks
- Short black trainer socks
- Suitable training shoes - Air force 1 are not allowed for lessons.
- Gumshield - will be needed for hockey and rugby lessons
- Shin pads - will be needed for hockey and football lessons

The following kit is optional for all years:

- Football boots - will be needed for fixtures
- Plain black tracksuit trouser (small logos only) - full white stripes not allowed.
- Suitable quality non-see-through black leggings (small logo).
- Plain black base layer
- Dark coat if wet

Other requirements regarding appearance

Hair: Hair must be neat and tidy in a conventional style and of a colour that appears natural. We would like to remind parents and carers that we do not allow students to have their hair cut below a grade 1 or to have very extreme differences in hair length, for example tramlines, skin fades and mullets are not allowed.

Make-up: No make-up or nail varnish may be worn by any student in Years 7-11

(This includes: false eyelashes, false nails and painted eyebrows, none of which are allowed).

Jewellery: No jewellery may be worn except for one small stud in each lower ear lobe. Students will be asked to remove any other jewellery which will be kept safe for them by staff during the remainder of the day on the first occasion and five days on the second occasion and thereafter. Rings may **not** be worn.

Smart Watches: are not permitted at College.

Bracelets and Necklaces: No bracelets / necklaces may be worn (*except Medicare bracelets/necklaces*).

Body Piercings: No visible body piercing is allowed.

Students may not wear:

- Canvas, open toed or backless shoes
- Leggings, jeggings or jeans
- Denim jackets
- Leather jackets
- Tube skirts
- Jeans, flared trousers, chinos, combat trousers. Trousers with rivets or studs, drain pipe or low waist trousers.
- Hoodies, including zip up hoodies or similar articles that could act as external coats.
- Gilets (sleeveless padded jackets)
- Socks that are any other colour than black (no logos please)
- Socks worn over tights
- Tracksuits
- Boots (including high/midtops) or trainers (except for PE -high/midtops may **not** be worn for PE)
- Hats, except if medical reasons documented to the College
- Sunglasses
- No tattoos or body art

Some items listed above will be kept safe for students by staff during the remainder of the day if worn.

Students should not wear their coat instead of a jumper.

If they do so they will be asked to remove their coat and place it in their bag. If they repeatedly wear their coat instead of a jumper then the coat will be confiscated. If the jumper has been lost it should be

replaced as soon as possible and a note from parents or carers given to the child to present to the member of staff if questioned.

Staff will use their professional judgement to decide if a coat can be taken off based on the weather conditions.

Uniform Suppliers

All the uniform, except shoes, is available to purchase from two uniform suppliers:

Proserve Group Unit 3, Dinan Way Trading Estate, Exmouth EX8 4RS

Ship Shape 16-18 Albion Hill, Exmouth, EX 1JL

If you need support with uniform - please contact the Exmouth Uniform Exchange, **email:** wayneg12@mac.com who provide uniform for free to those in need.

5. Expectations for our school community

5.1 Students

Students are expected to wear the correct uniform at all times and now have to change into their PE kit for PE lessons only. College uniform is required while:

- On the college premises
- Travelling to and from school
- At specified 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 Deputy Headteacher 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 Deputy Headteacher 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 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 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 pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the Head of Year and Deputy Headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the College Rewards and Sanctions policy.

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 college
- Takes into account the views of parents and students
- Offers a uniform that is appropriate, practical and safe for all students

The board 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 5 years.

6. Monitoring arrangements

This policy will be reviewed annually by the Deputy Headteacher and 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:

- Rewards and Sanctions policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy

8. Addendum – reasonable adjustments.

Exmouth Community College – Reasonable Adjustments for Students with Sensory Processing Disorder (SPD) or Sensory Concerns

Responding to parental queries regarding our uniform we have been working hard to find suppliers of uniform alternatives for our students with known sensory processing issues.

Uniform is in place to help students feel as though they are included in our school community. We hope this will enable students feel as though they do not stand out from the crowd and will reduce the likelihood that staff will ask them why they are not in the correct uniform.

For those students who do not like the feel of a standard shirt. We suggest a 100% cotton, white shirt. You can find examples at www.eczemacllothing.com/school-shirts

Occupational therapy suggest that if a standard school shirt is worn then a **soft, white, 100% cotton t-shirt** can be worn underneath a school shirt. Seamless versions are available from <https://www.sensorysmart.co.uk/>

We already allow a softer shoe to be worn, and suggest a shoe like the one shown below. These can be polished and are smart (not a trainer) and are recommended for students with sensory issues.



Marks and Spencer also stock an adaptive shirt that is suitable for people with sensory issues or have problems with fine motor skills, these can help with buttons etc. They also stock seam free socks which have proven to be popular.

Some young people with SPD seek some weight on their bodies, in which case the school jumper will provide this. However, supporting or compression garments worn under the uniform are increasingly used (please ensure these are plain white).

For those who prefer less weight then the jumper can be removed in classrooms to allow freer movement and greater temperature regulation, your child need only ask the teacher. However, we would ask that jumpers are worn **while arriving at school** and **moving from lesson to lesson**.

On very warm days, students will be informed that they do not need to wear a jumper in tutor time.

If you are uncertain of how to proceed please don't hesitate to contact the SEND team who can listen to you about your child's individual needs and enable them to wear a uniform comfortably.