



UNIFORM POLICY

Version History:

Revised: October 2023

Ratified by Trustees: October 2023

WYVERN UNIFORM POLICY

1. Aims

This policy aims to:

1. Set out the college's approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers.
2. Explain how the college will avoid discrimination in line with its legal duties under the Equality Act 2010.
3. Clarify the college's expectations for college uniform.

2. The College'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, the college will:

1. 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. For example, all students can choose to wear either a skirt or trousers.
2. Make sure that our uniform costs the same for all students.
3. Allow all students to have short or long hair (though we reserve the right to ask for this to be tied back).
4. Allow all students to style their hair in the way that is appropriate for college yet makes them feel most comfortable.
5. Adopt the HALO code: "we acknowledge that Afro-textured hair is an important part of our Black students' racial, ethnic, cultural, and religious identities, and requires specific styling for hair health and maintenance. We celebrate Afro-textured hair worn in all styles including, but not limited to, afros, locs, twists, braids, cornrows, fades, hair straightened through the application of heat or chemicals. We celebrate the wearing of headscarves, and wraps". Please note that accessories needed to hold hair in place for these styles must be of a neutral colour: gold, silver or a plain dark colour.
6. Support the wearing of head coverings such as turbans, kippahs and hijabs for religious reasons in plain dark colours or white.
7. Recognise and respect that students may well wish to wear jewellery for religious reasons. We are keen to support students in observing their chosen religious practice. However, we also expect these items to be discrete and to conform to our health and safety requirements. If you would like your child to wear jewellery for religious reasons, please contact your child's Pastoral Leader to discuss what is permitted.
8. Allow for adaptations to our policy on the grounds of equality by asking students or their parents to write to their Pastoral Leader, who can answer questions about the policy and respond to any requests.

3. Limiting the Cost of College Uniform

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 college uniform.

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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 and 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, students can choose to wear either a college jumper or a blazer, rather than having to wear both or having to wear the more expensive blazer.
- Limiting items with distinctive characteristics to low-cost or long-lasting items.
- Avoiding specific requirements for items students 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 leveller.
- Avoiding different uniform requirements for different year/class/house groups.
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents 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 and students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

4. Expectations for college uniform

The intention of this Uniform Policy is to encourage a sense of identity with, and pride in, the college and avoid any element of competitiveness between students in the matter of college dress as such issues could lead to bullying and feelings of inadequacy. By having a strict uniform policy, the college seeks to remove the divisions which dress can often reinforce in society between advantaged and disadvantaged students and the peer pressure to conform to a narrow view of fashion as defined by a small group of students.

4.1 The College's Uniform and Where to Purchase It

Blazer OR Jumper (all students must choose to wear one or the other or both) Blazer - Navy, with gold Wyvern logo only available from Skoolkit. Jumper – Navy, with gold Wyvern logo only available from Skoolkit.
Shirts (compulsory) White shirts, long or short sleeved, from high street retailers or supermarkets to be tucked in at all times.
Skirt or Trousers (all students must choose to wear one or the other). Skirts - SSK308 Grey/blue tartan skirt – must be knee length – only available from Skoolkit. Trousers - plain mid/dark grey trousers, formal college wear, rather than fashion items; trousers must cover the full ankle. Available from high street retailers or supermarkets.
Ties Navy/gold striped tie – available from Skoolkit and the Wyvern Finance office (compulsory).

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PE kit – Please also see general PE information section and participation Section for years 7 and 8.

Navy/gold PE shirt – only available from Skoolkit (compulsory). Navy/gold rugby shirt – only available from Skoolkit (compulsory) Navy PE shorts - from high street retailers or supermarkets Navy Leggings - from high street retailers or supermarkets Navy Tracksuit trousers (optional) from high street retailers or supermarkets Navy socks – (compulsory) from high street retailers or supermarkets
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Bags

Bag should be fit for purpose and be able to comfortably fit an A4 exercise book and other equipment students need on a daily basis. Available from high street retailers or supermarkets.
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Belts

Plain black functional belts (optional). Available from high street retailers or supermarkets

Coats

Sensible warm coats (optional). Excessive logos are not allowed, nor are coats made from denim, leather, simulated leather, fur or simulated fur. Available from high street retailers or supermarkets.

Hair

Modest in style and colour. No two-tone hair/extensions. No extreme hairstyles. If you are unsure please check with your child's Tutor prior to your visit to the hairdresser.
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Second hand uniform is available to identified families throughout the year. Student Premium grant funding is used to support specific students with their uniform requirements either through the direct purchase of new uniform, supply of vouchers for the uniform outlet (help for branded items) and the offer of second-hand uniform from College supplies.

4.2 Expectations of Students

Students are expected to wear the correct uniform at all times (other than specified non-college 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 write to their Pastoral Leader if they want to request an amendment to the uniform policy in relation to their protected characteristics.

4.3 Expectations of 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 Pastoral Leader if they want to request an amendment to the uniform policy in relation to their child's protected characteristics.

Parents are expected to lodge any complaints or objections relating to the college uniform in a timely and reasonable manner.

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Disputes about the cost of the college uniform will be dealt with in accordance with the college's complaints' policy.

4.4. Expectations of Staff

Staff will closely monitor students to make sure they are in correct uniform. They will use the college's POW record in students' logbooks to record breaches and these will be monitored and followed up by tutors, with sanctions issued for repeated and/or deliberate breaches of the 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.

4.5 Trustees (Governors)

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

- Is appropriate for our college's context
- Is implemented fairly across the college
- 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.

5. Monitoring arrangements

This policy will be reviewed every 3 years by the Head teacher and Trustee Board. At every review, it will be approved by the Full Trustee Board.

6. Links to other policies

This policy is linked to the college:

Behaviour policy

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