

Uniform Policy

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1.0 Policy Statement

- 1.1 We are an ambitious and inclusive Trust of schools, strengthening our communities through excellent education. We are committed to providing excellent education for every child, every day, and aim to strengthen and work with our communities to continue to improve accessibility in our schools.

2.0 Aims

- 2.1 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
 - ensure that uniform requirements do not act as a barrier to attendance or participation

3.0 The schools legal duties under the Equality Act 2010

- 3.1 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 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 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 Charlotte Froom, Charlotte.Froom@westexe.devon.sch.uk who can answer questions about the policy and respond to any requests

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4.0 Limiting the cost of school uniform

- 4.1 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 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 to a maximum of three branded items
 - limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
 - considering cheaper alternatives to school-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-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 leveler
 - avoiding different uniform requirements for different year/class/house groups
 - avoiding different uniform requirements for extra-curricular activities
 - considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- making sure that arrangements are in place and actively promoted 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 pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy
- notifying of any seasonal changes to uniform requirements in advance.

4.3 Second hand uniform will be available from West Exe School pre-loved store.

5.0 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)

Pupils are also expected to contact Charlotte Froom, Charlotte.Froom@westexe.devon.sch.uk if they want to request an amendment to the uniform policy in relation to their protected characteristics.

Our school's uniform

Branded items (available from Price and Buckland – <https://www.price-buckland.co.uk/> or our pre-loved shop)

Branded items (available from Price and Buckland – <https://www.price-buckland.co.uk/> or our pre-loved shop):

Years 7-9:

1. Official West Exe School jumper

Official West Exe School jumper **or** cardigan



Year 10 and 11

Official West Exe School jacket



Students may opt to wear **grey trousers** or the official West Exe School branded school skirt. The skirt must not be rolled or shortened and the top 4th button must be visible below the jumper or the jacket line. The skirt must be ON the knee length for all students.



Optional branded items:

1. Tie in the student's house colour



Unbranded school uniform:

- An appropriate white shirt
- Appropriately fitting grey trousers

- Tights must be worn with the skirt during the winter uniform rules and students should not wear socks on top of their tights. Dark socks must be worn if wearing grey trousers.
- Plain black, polishable school shoes
- School bag - **must be large enough to properly carry** their knowledge organiser, Yondr pouch and equipment.

Compulsory branded PE Kit:

Unisex polo shirt:



Unbranded PE kit:

- Non-marking trainers (astro trainers are best to buy as these can be used for inside and outside PE lessons)
- Plain black football socks (available from any retailer or Price and Buckland)
- Sports hoodie (if a hoodie is worn, it must be the West Exe branded one) students are able to wear a plain black coat in the winter months for PE lessons which take place outdoors.
- **Plain black leggings/jogging bottoms – there is a branded option available, but this it is not compulsory.**
- **Plain black shorts-there is a branded option available, but this it is not compulsory. Shorts must not be cycling shorts and must not show a logo.**
- Plain black base layers are allowed under PE kit when the weather is cold (for use in PE only)

Expectations for appearance:

Jewellery: Necklaces, bracelets and rings are not permitted for health and safety reasons. This includes charity bands. However, students are encouraged to wear their School approved badges with pride. These include Prefect, Merit and D of E badges to name a few.

Piercings: A maximum of one pair of small and discreet ear studs (5mm diameter max) are allowed in one lobe of each ear. A maximum of one small, discreet clear nose stud retainer is permitted. No other piercings, spacers (including clear or retaining piercings are permitted).

Make-up: only light foundation and light mascara are permitted. No other make-up is allowed, and students will be asked to remove any make-up that is not in accordance with our policy.

Body art: tattoos, even if only temporary, eyebrow microblading, henna decorations and other body art are not permitted.

Hair: Cuts, styles and accessories should be suitable for our School environment and not deemed extreme or aggressive. Hair colouring, if at all used, must be a natural hair shade. Long hair should be tied up in some subject areas, including DT and PE, for health and safety reasons.

Headscarves: for any student who chooses to wear a headscarf, it must be plain black or dark/navy blue

Nails: The wearing of false nails, gel nails or similar is not allowed. Nail varnish, if worn, must be clear.

Shoes: polishable plain black, flat shoes (no trainers or canvas/converse style shoes permitted) The below styles are appropriate:



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 Charlotte.Froom@westexe.devon.sch.uk 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 school's complaints policy

The school 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 headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the school behaviour 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 school
- considers the views of parents and pupils
- offers a uniform that is appropriate, practical and safe for all pupils

The board will also make sure that the school'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.

6.0 **Monitoring arrangements**

6.1 This policy will be reviewed annually by Charlotte Froom, Deputy Headteacher for Inclusion. At every review, it will be approved by the local governing board.

7.0 **Links to other policies**

7.1 This policy is linked to our:

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