 <b>HOLYPORT COLLEGE</b>	Uniform Policy	
	Effective Date: May 2024	Version No: v1.0


<b>Title</b>	<b>Uniform Policy</b>
<b>Person responsible for policy formulation, implementation, maintenance and evaluation</b>	Head
<b>Persons consulted</b>	Bursar
<b>Status</b>	New policy
<b>Approved Date</b>	13 May 2024
<b>Date of future review</b>	May 2027

### REVISION STATUS TABLE

Revision No	Effective Date	Summary of Revision	Reviewed		Approved/Noted	
			By	Date	By	Date
v1.0	May 2024	New Policy	ELT	13.05.2024		

### POLICY DOCUMENT ANNUAL REVIEW

This Policy document is subject to a periodic review (minimum every 3 years) by Holyport College that is formally documented to ensure its continuing suitability, adequacy and effectiveness. Areas subject to review include, but are not limited to, follow-up action from previous reviews, policy conformity, review of complaints, status of corrective and preventive actions, and improvements for the forthcoming year. Holyport College reserves the right to amend this Policy by notice following such review in circumstances in which it considers such change to be necessary or appropriate.

 <b>HOLYPORT COLLEGE</b>	Uniform Policy	
	Effective Date: May 2024	Version No: v1.0

## 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 school uniform

## 2. Our 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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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 and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils 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 pupils or their parents/carers to get in touch with the Head, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

 <b>HOLYPORT COLLEGE</b>	Uniform Policy	
	Effective Date: May 2024	Version No: v1.0

### **3. Limiting the cost of school 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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' ability to 'shop around' for a low price. We moved to a local supplier from Goyals in September 2023 after a tender with other suppliers to find the most competitive price for our uniform.

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:
  - Limiting items with distinctive characteristics to low-cost and/or long-lasting items
  - Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller
  - Avoiding different uniform requirements for different year/class/house groups. We have a different uniform for main school and sixth form
  - Avoiding different uniform requirements for extra-curricular activities
  - Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
  - Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes

### **4. Expectations for College uniform**

#### **4.1 Our College's uniform**


See Appendix 1 and 2 below.

#### **4.2 Where to purchase it**

Goyals in Maidenhead. ([www.goyalsmaidenhead.co.uk](http://www.goyalsmaidenhead.co.uk)).

Tacklebag for Sixth Form PE kit ([www.tacklebag.co.uk](http://www.tacklebag.co.uk))

Second hand uniform is also available through the Friends of Holyport (PTA) who run an online second hand uniform shop.

 <b>HOLYPORT COLLEGE</b>	Uniform Policy	
	Effective Date: May 2024	Version No: v1.0

### 4.3 Hair styles

Our school champions the right of staff and students to embrace all hair styles including Afro-hairstyles.

We acknowledge that Afro-textured hair is an important part of our Black staff and students' racial, ethnic, cultural, and religious identities, and requires specific styling for hair health and maintenance.

We welcome 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, weaves, wigs, headscarves, and wraps.

At this school, we recognise and celebrate our staff and students' identities. We are a community built on an ethos of equality and respect where hair texture and style have no bearing on anyone's ability to succeed

## 5. Expectations for our College 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 the Head if they wish 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/carers are also expected to contact the Head if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

 <b>HOLYPORT COLLEGE</b>	Uniform Policy	
	Effective Date: May 2024	Version No: v1.0

Parents/carers 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/carers 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 our Deputy Head - Boarding

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


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 every 3 years by the Bursar. At every review, it will be approved by the Welfare Committee.

## 7. Links to other policies

This policy is linked to our:

 <b>HOLYPORT COLLEGE</b>	Uniform Policy	
	Effective Date: May 2024	Version No: v1.0

- Promoting Positive Behaviour policy
- Equality policy
- Preventing and tackling bullying policy
- Complaints policy

**Appendix A      Main School uniform**

**Appendix B      Sixth Form uniform**