

# CSS

# School uniform

# Policy

Approved by the Management Committee 22<sup>nd</sup> September 2022

To be reviewed September 2024

## 1. Aims

At CSS we do not have a specific uniform. We recognise that most pupils are only at CSS for a limited period of time, and any increase costs imposed on families for a short term placement would be unreasonable. We also recognise that families may have already faced significant uniform costs, prior to their child being placed at CSS.

Instead, we have a 'dress code' that promotes clothing which is respectful, comfortable, and practical to the curriculum on offer.

As such, our policy aims to:

- Clarify our expectations for school dress code – to be respectful, comfortable, and practical to the curriculum on offer
- Set out our approach to requiring a standard of clothing that is of reasonable cost
- Set out our approach to requiring a standard of clothing that is practical to the curriculum on offer.
- Allow for all previous uniforms to be incorporated into the dress code.
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010

## 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 school will:

- Avoid listing suggested items based on sex, to give all pupils the opportunity to wear the clothing they feel most comfortable in or that most reflects their self-identified gender
- Make sure that expected costs are 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 families to get in touch with the Head Teacher/Head of Centres, who can answer questions about the policy and respond to any requests

### 3. Limiting the cost of the school dress code

Factors we will take into account:

- The socio-economic status of our school community
- Pupil demographics
- The range of mainstream schools making referrals and the differing uniforms in place
- The curriculum on offer

Our school has a duty to make sure that the dress code we require is affordable, in line with statutory [guidance](#) from the Department for Education on the cost of school uniform.

We DO NOT require items with distinctive characteristics (such as branded items, or items that have to have a school logo or a unique fabric/colour/design).

We will make sure our dress code:

- Can be sourced at a reasonable cost
- Incorporates any previous uniform purchased
- Provides the best value for money for parents/carers
- Enables the child to engage in an active curriculum

We will do this by:

- Deeming any items with distinctive characteristics **as unnecessary** – unless supplied by ourselves e.g team sports' kits
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Allowing uniform items from the previous/referring school
- Avoiding branded items
- Avoiding specific dress code requirements (unless for safety/personal coverage) – and where there are specific items required e.g aprons in Food Tech, CSS will provide
- Avoiding different dress code requirements for extra-curricular activities
- Making sure that arrangements are in place to support families with any requirements around the dress code
- Avoiding frequent changes to the dress code
- Consulting with parents and pupils on any proposed significant changes to the dress code, or introduction of a uniform, and carefully considering any complaints about the policy

## 4. Expectations for the school dress code

### 4.1 Our school's dress code

- No school branded items are required (**but some may be provided, according to the event/activity e.g a fleece may be provided for outdoor activities/sports kits may be provided for competitive sport events**)

#### However, NO clothing should be worn that is

- Likely to be viewed as offensive (words or pictures)
- Overly revealing
- Sexually provocative
- Culturally insensitive
- Discriminatory
- Political

#### **Clothing should be suitable/safe to the activity**

- e.g swimwear kit for swimming
- Jewellery and hairstyles should be made safe according to the activity e.g hair may be asked to be tied back, loose jewellery removed for physical activities
- Shoes should be comfortable and suitable for the activity e.g sports
- Sliders/flip flops **SHOULD NOT** be worn

### 4.2 Where to purchase it

- As there are no specific colours/brands/styles of clothing requested, clothing which meets the dress code should be readily available from a wide selection of affordable outlets.

## 5. Expectations for our school community

### 5.1 Pupils

Pupils are expected to adhere to the dress code at all times (other than on request, agreement with a senior member of staff, or invite for specific 'celebration/awareness days')

**Where pupils arrive in clothing which does not adhere to the dress code, where possible, the school will provide an alternative, and more appropriate item of clothing.**

### 5.2 Parents and carers

Parents and carers are expected to make sure their child adheres to the dress code and has suitable clothing for PE/active sessions.

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

Disputes or concerns about the cost of meeting the dress code, will:

- Hopefully be resolved with support or
- Dealt with in accordance with our school's complaints policy

The school will work closely with families to support with the dress code.

### **5.3 Staff**

Staff will closely monitor pupils to make sure they adhere to the dress code. They will give any pupils and families reminders, support and guidance, but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our dress code will be addressed through a support programme and where needed, the Behaviour Policy.

In cases where it is suspected that financial hardship has resulted in a pupil not complying with the dress code policy, staff will always take a mindful and considerate approach to resolving the situation.

### **5.4 Reintegrations (return to mainstream)**

Where a pupil is offered a return to a mainstream school, CSS will support in finding out the uniform requirements of that school.

In order to reduce unnecessary barriers to a successful placement, CSS will consult with the family, and where needed, will support with the purchase of essential uniform items.

### **5.5 Governors**

The governing board (Management Committee) 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 and pupils
- Offers a dress code that is appropriate, practical and safe for all pupils

## **6. Monitoring arrangements**

This policy will be reviewed ANNUALLY.

At every review, it will be approved by Management Committee.

## **7. Links to other policies**

This policy is linked to our:

- Behaviour and Anti-bullying policy

- Equality information and objectives statement
- Complaints policy