

Hambleton & Richmondshire Pupil Referral Service



Sunbeck PRS Uniform Policy

Named personnel with designated responsibility for this policy:

Academic Year	Designated Senior Person	Nominated MC Member (if applicable)	Chair of Management Committee
24/25	Sarah Morrison		Tom Kelly

Policy Review Dates:

Review Date	Changes Made	By Whom	Date Shared With Staff
			November 2024

Date Ratified by Management Committee	Review Date
November 2024	November 2025

Policy Source:	
North Yorkshire Council <input type="checkbox"/> The Key <input checked="" type="checkbox"/> Written by The Sunbeck Centre <input type="checkbox"/>	Veritau <input type="checkbox"/> Other (please state) <input type="checkbox"/> Click or tap here to enter text.

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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 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 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 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 SENCO or head teacher who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

3. Limiting the cost of school uniform

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 (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 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
- › Provide one school sweatshirt free of charge
- › Provide one polo shirt free of charge upon request
- › Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- › Avoiding different uniform requirements for different year groups
- › 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
- › Consulting with parents/carers and pupils 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 school's uniform

- › Black sweatshirt with school logo, black tracksuit bottoms, trousers, jeans - without tears or shirt and tights. NO leggings
- › As a general rule, jewellery is permitted unless it presents a safety hazard in a busy school community and/or during a particular activity.
- › Jewellery considered unsafe includes large signet / studded / gemmed rings, long neck chains, large earring hoops.
- › No crop tops
- › Students can wear their own choice of footwear, so long as they are black, securely fitted and safe in a school environment. Footwear considered unsafe includes heels, open-toe, slippers etc.
- › No outdoor coats, hats, gloves or neck scarves are to be worn in classrooms, indoor social areas or other work spaces.

4.2 Where to purchase it

- › All pupils will be given one jumper free of charge on admission, a polo shirt can also be provided free of charge on request.
- › We do not have a branded uniform, additional polo shirts can be bought from high street shops

5. 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)

5.2 Parents and carers

Parents and carers are expected to make sure their child has the correct uniform, and that every item is:

- Clean
- Clearly labelled with the child's name
- In good condition

Parents/carers are also expected to contact the SENCO or head teacher 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/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 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.

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 Management Committee

The 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/carers and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The committee 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. Monitoring arrangements

This policy will be reviewed every two years by the senior leadership team. At every review, it will be approved by the management committee.