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UNIFORM POLICY

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| **Person responsible for policy:** | Lorraine Warmer |
| **Date approved:** | October 2022 |
| **Review date:** | October 2023 or sooner on introduction of new school uniform. |

# Contextual Information

Park Lane School caters for pupils aged 2-19 that have severe and complex learning difficulties. Some of the pupils have additional difficulties including visual and hearing impairment, Autism, physical, behavioural and medical needs. The school forms part of the special education provision for the east of Cheshire and takes pupils from Wilmslow, Knutsford, Poynton and Congleton. The school has very few pupils from ethnic backgrounds.

# Rationale

Park Lane School recognises that wearing school uniform can support our pupils to know that when they put their school uniform on they are going to school. This supports them to establish an understanding of their daily and weekly routines. However the school also understands that some pupils have difficulty wearing certain clothes and prefer to wear their own clothes. For this reason our school uniform is not compulsory. School uniform is not required for 6th Form pupils who are able to wear their own clothes.

# 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

# Our school’s legal duties under the Equality Act 2010

The [Equality Act 2010](https://www.legislation.gov.uk/ukpga/2010/15/contents) 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

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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 parents to get in touch with Lorraine Warmer, Head teacher, who can answer questions about the policy and respond to any requests

Our school has a duty to make sure that the uniform we require is affordable, in line with statutory [guidance](https://www.gov.uk/government/publications/cost-of-school-uniforms/cost-of-school-uniforms) 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:
* Limiting any items with distinctive characteristics where possible
* Ensuring there are no specific requirements relating to non-branded items, enabling parents to buy items of clothing for school from a range of suppliers at an affordable cost.
* 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
* Keeping the number of optional branded items to a minimum,
* 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 pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

# Expectations for school uniform

* Currently the school uniform consists of a branded sweatshirt which is blue and a white polo shirt. These are optional. The Park Lane School uniform is being redesigned and will be available during academic year 2022-2023.
* The new school uniform will consist of the following branded items:
* Primary uniform-branded sweatshirt and branded polo shirt.
* Secondary-branded blazer and tie.
* Trousers and skirts will be black and can be purchased from any shop.
* Some pupils in Key Stage 4 continue to wear a blazer and tie which is the same uniform as Macclesfield Academy. This is due to Key Stage 4 pupils being educated in Macclesfield Academy until September 2022.
* Park Lane School recognizes that pupils have additional needs which may affect their tolerance of certain items of clothing ,for example some pupils have sensory difficulties which makes wearing of certain item of clothing very distressing. Therefore school uniform is optional and not compulsory.
* One of the school aims is to support and teach the pupils to become as independent as possible. Pupils are allowed to wear items of clothing that enable them to be independent. For example pupils are allowed to wear dark “joggers” rather than trousers with buttons and zips if this enables them to be fully independent when using the bathroom.
* Pupils are asked to bring in a swimming costume and towel for their swimming lessons.
* Pupils are asked to wear shorts and a t-shirt for PE.
* Pupils are asked to being a bag to school daily containing important items that are pertinent to them, for example incontinence pads, spare clothing, comforters and home school book.
* Pupils are able to wear shoes in which they are comfortable.

# Where to purchase it

* Items of school uniform that have the school logo on can be purchased from Classworx in Great King Street Macclesfield.
* Non branded items can be purchased at a supplier of parents’ choice.
* The school is looking to organize a stock of donated items of school uniform that pupils have outgrown. These items will be made available to parents and carers.

# Expectations for our school community Pupils

Pupils are expected to wear appropriate clothing including uniform at all times.

Pupils in the 6th Form are not required to wear uniform but they are expected to wear clothing that is appropriate for school.

# Parents and carers

Parents and carers are expected to make sure every item of clothing is:

* Clean
* Clearly labelled with the child’s name
* In good condition

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.

# Staff

Staff will closely monitor pupils to make sure they are appropriately dressed for school, taking account of the pupil’s special educational needs. For example a pupil may not wear a coat to school even though it is very cold as they are unable to tolerate the feel of a coat.

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# 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 and pupils
* Offers a uniform that is appropriate, practical and safe for all pupils

# Monitoring arrangements

This policy will be reviewed biannually by Lorraine Warmer, Head teacher. At every review, it will be approved by the full Governing Board.

# Links to other policies

This policy is linked to our:

* Equality information and objectives statement
* Complaints policy
* Safeguarding and Child Protection Policy.