



Hawkey Hall High School

POLICY NAME: Uniform Policy

ADOPTED: September 2023

REVIEW PERIOD: September 2024

SIGNATURE:

A handwritten signature in dark ink, which appears to read 'W. H. H. H.', is positioned above the title 'Chair of Governors'.

Chair of Governors

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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 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 to get in touch with their Head of Year, 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 on the cost of school uniform.

- Every care is taken to ensure that our uniforms are affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

- The school works with multiple suppliers to obtain the best value for money possible. Any savings negotiated are passed to parents where possible.
- The school does not enter into exclusive single supplier contracts or cash-back arrangements.
- The school does not amend uniform requirements regularly and takes the views of parents/carers and pupils into account when considering changes to school uniforms.
- Where changes are required, the school ensures that assistance is provided to parents/carers struggling to meet the associated costs.

4. Expectations for school uniform

It is important that all our students look and feel good about themselves, as well as appreciating that there is a difference between dressing for work and the freedom which goes with dressing for leisure time.

This is why we insist on high standards of dress and appearance. Our uniform helps students to achieve these high standards and we ask for your continued support in ensuring that our uniform is worn as intended. To help clarify some issues, here are some key points:

Please Note:

Not Acceptable in School.

- No jewellery, except a watch
- No fake tan
- No acrylic nails / gel nails / nail polish
- No make up – students wearing make-up will be asked to remove it.
- Boys **MUST** be clean shaven.
- No fashion/extreme hairstyles – hair should be of a “natural hair colour” without extreme highlights
- No haircuts shorter than a crop with a No2 setting
- No haircuts with patterns/lines shaved into it (including Mohican/mullet styles).
- No trainers, pumps or leisure type
- No handbags
- No piercings – covering piercings with plasters is not permitted.

Students with piercings will be expected to remove them so we recommend any new piercings are done at the start of the summer holiday so that they are sufficiently healed to allow their removal on return to school.

4.1 Our school's uniform

Compulsory for All

- Navy blue blazer with school badge
- Pale blue school shirt (without logos or motif)
- A full-length navy school tie
- Black full shoes (no boots, trainers, high heels, open backed flip-flop types)
- Navy, black, dark grey or white socks
- Plain black, warm, waterproof outdoor coat (no logos or motifs; no denims; no tracksuit tops; no “hoodies”; no fashion or leather coats) Coats should be long enough to cover the blazer.
- A bag that is big enough to fit all school books.

Girls (compulsory)

- Black tailored school trousers with logo or
- Black pleated school skirt (MUST be knee length) with logo which may be worn with black opaque tights.

Boys (compulsory)

- Black conventional boys tailored school trousers

Optional for All

- Navy blue 'V' neck jumper with school badge
- Navy blue 'V' neck slipover with school badge
- Navy blue scarves (no pattern or logos) Navy blue woolly hats.

Year 11

- Black 'V' neck sweatshirt with school badge replaces the blazer A white shirt may be worn instead of pale blue.

P.E. KIT

KS3 PE Kit Girls	KS3 PE Kit Boys	KS4 CORE PE	GCSE PE & Cambridge Nationals	GCSE Dance
Navy hockey socks	Navy football socks	As KS3	As KS3	Navy Skort or leggings
Navy Skort or leggings	Navy shorts			Navy T-shirt shirt with Hawkley logo
Navy Polo shirt with Hawkley logo	Navy T-shirt shirt with Hawkley logo			
¼ Zip top (optional)	¼ Zip top (optional)			
Trainers	Trainers			
Suitable bra or crop top over bra				

- We have decided all students will wear the navy t-shirt/ polo shirt and not change to light blue if they opt for GCSE PE. If your son/ daughter is currently in Y10 moving into Y11 the light blue top is still fine to continue wearing.
- We would recommend that if your child plays on school teams and/ or has opted for the subject at KS4 that you purchase enough kit to ensure they attend their PE lessons with all their kit. We would also suggest that students bring a bobble to tie hair back.
- Please ensure that your child's PE kit has your child's initials. It is recommended that they stitched into the as it helps us to return lost kit to its owners more easily.

4.2 Where to purchase it

Slater's
Eckersley's Mill
Swan Meadow Road
Wigan
01942 244496

AC Sports
Ormskirk Road
Pemberton
Wigan
01942 216537

We have a large selection of uniform that can be borrowed from school. If you need assistance with your child's uniform, please contact your child's Head of Year.

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)

Pupils are also expected to contact their Head of Year if they want 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 are also expected to contact their child's Head of Year 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 a child's Form Teacher or Head of Year.

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 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. Monitoring arrangements

This policy will be reviewed every 12 months by Mr P Smith, Assistant Headteacher. At every review, it will be approved by the governing body.

7. Links to other policies

This policy is linked to our:

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