

REVIEWED BY GOVERNING BODY - June 2020

ADOPTED BY GOVERNING BODY - July 2020

Section 1: Policy Statement

- 1.1 Chenderit School is committed to creating a community that is safe, where we value one another and the importance of working together for the good of all. At Chenderit School, we have established a strong and supportive community where staff and students strive to "Aim High, Work Hard and Be Nice". Our students are valued as individuals and are actively encouraged to pursue excellence, not only academically, but in all other spheres of school life.
- 1.2 Appearance can represent pride and respect for a community. Chenderit School recognises that having a school uniform for students in years 7-11:
- Gives attention to appearance and uniform and signals that students want to learn and belong to our school community;
 - Establishes a common identity for students in the school, overriding social and cultural differences which would otherwise separate students;
 - Helps to build a sense of team spirit;
 - Prevents competition between students for clothing and accessories which are currently fashionable, reducing the pressure on students to conform in school hours and
 - Unites the school community and encourages identity with and support for the school ethos.
- Sixth form students have a separate sixth form dress code.
- 1.3 Whilst developing this policy various factors have been taken into consideration:
- The importance of cost;
 - Human rights;
 - Equality, discrimination and medical issues;
 - Complaints and challenges to school uniform policy;
 - Student non-compliance and
 - The Sixth Form Students' Dress Code
- 1.4 For students in years 7 – 11 the wearing of the Chenderit School uniform, as described below, explicitly connects them to our values of respect and pride. As a school, we promote these values and one vital aspect is through the correct wearing of the Chenderit School uniform. Whilst in the sixth form the Sixth Form Dress code allows for greater independence in the choice of what is worn to school, though there is an emphasis on pride and respect.
- 1.5 The aim of this policy is to help members of the school community understand the expectations and limitations to the school's uniform code for students and their families in years 7-11, as well as students in the Sixth Form, and to support us in embedding our school ethos and values in our school community.

Section 2: Statutory framework and other guidance

- 2.1 This policy complies with all advice and legislation contained within:
- DFE Guidance 'School uniform guidance for governing bodies, school leaders, school staff and local authorities (September 2013).
- 2.2 This document complies with the:
- School Admissions Code December 2014;
 - Human Rights Act 1998 and
 - Equality Act 2010.
- 2.3 This policy should be read in conjunction with the:
- Behaviour Policy.

Section 3: Uniform

3.1 Statutory Uniform Years 7-11

The uniform is shown below. Students may choose to wear either trousers or a skirt and either socks or tights.

- White polo shirt with school badge (available only from Cross Embroidery)
- Black sweatshirt with school badge (available only from Cross Embroidery)
- Skirt with embroidered school emblem (available only from Cross Embroidery) which must be clearly visible to staff who request to check the skirt is being worn properly
- Black trousers – smart, plain formal/business style (no jeans, casual style, cords, chinos, tight or skinny style trousers, leggings, jeggings, running or sportswear etc)
- Socks - plain black or dark grey
- Tights - black or natural plain design
- Shoes - black in a plain, sensible style (e.g. no sling backs, high heels, boots, black or other trainers, trainer style shoes, canvas shoes etc.)
- For religious purposes, black headscarves hijab may be worn.

Additional Notes

- Extremes of style or fashion are not acceptable (e.g. tramlines, unnatural hair colourings including two (or more) tone hair colouring)
- Only one small round plain stud earring is allowed in each ear. No other piercings are to be worn in school. It is not acceptable to cover other piercings. Please ensure that any other piercings are undertaken at an appropriate time so that they are always removed during school hours
- Any T-shirts or vests worn under the polo shirt should be plain white and should not be visible at the collar or cuff
- Minimal neutral make up is allowed
- No coloured nail varnish, false nails or jewellery. (This is a particular health and safety issue when students are in the DT, food technology, and PE environments)
- Outdoor coats and scarves. Students may wear an outdoor coat, protecting them from cold or wet weather. Students are permitted to wear outdoor coats at break and lunchtimes inside the corridor only as they travel from outside to inside the building or vice versa. Outdoor coats and scarves should not be worn in the classroom.

- No hoodie, sweatshirt, cardigan, or other similar clothing should be worn in the place of an outdoor coat.
- Sweatshirts (students in years 7-11). All students must own a school sweatshirt. These must be worn at all times during terms 2, 3 and 4 unless a student has gained permission to remove it. During terms 1, 5 and 6, sweatshirts are optional.
- Students who choose to wear scarves, hats and gloves, may do so though not in the school buildings or classrooms. Scarves should not be worn as fashion accessories.

3.2 Statutory PE kit years 7-11

Statutory PE kit years 7-11	Compulsory/Optional
PE Polo Shirt (Fitted or Unisex Polo)	Compulsory
PE Shorts or Skort (Red/Black)	Compulsory
Sports Socks (Red/Black)	Compulsory
PE Rugby Shirt (Reversible)	Optional
Hooded PE Sweatshirt	Optional (advisable)
Zip Track Top	Optional

3.3 Sixth Form Dress Code

Rationale:

Sixth Form students are role models for the whole school community and are required to uphold and embody the standards expected of students lower down the school, whilst being afforded the privilege of expressing their own identities through a smart casual dress code. This means that members of the Sixth Form must maintain consistently appropriate personal standards of dress to ensure they are promoting the professional values of the Sixth Form to the wider community, both within and outside of the school environment.

This dress code has been set in agreement with the Sixth Form Ambassador Team and wider consultation of the Sixth Form student community. It is designed to support students in upholding their responsibilities, both as a role model and in being dignified, and not causing offence/embarrassment to others. It is also intended to ensure that student dress is appropriate for a working environment and to support student safety, and as a result, it forms a key part of the Sixth Form Code of Conduct that all Sixth Form students sign and agree to upon enrolment at the beginning of each academic year. The following guidelines show the expectations of student dress within the Sixth Form; this is by no means an exhaustive list and students should seek additional clarification from the Head of Sixth Form if they are unsure of any of the guidance set out below. This guidance should be sought **prior** to wearing items that may potentially violate the dress code.

Expectations of Sixth Form student dress:

- Trousers or skirts should be smart/casual and this can include:
 - Smart jeans of a plain colour, e.g. blue or black
 - Smart cropped $\frac{3}{4}$ length jeans or trousers
 - Chino style trousers
 - Smart work wear/suit style trousers
 - Skirts that are longer than mid-thigh length
 - Chino style shorts
 - Smart denim shorts that are at least mid-thigh length
- Tops should be smart/casual and can include any of the following:
 - T shirts (both short sleeve and long sleeve)
 - Jumpers/cardigans
 - Blazers
 - Shirts/blouses (both short sleeve and long sleeve)
 - Smart vest style blouses or smart cotton vests with thick/wide shoulder straps
 - Cold shoulder tops with wide shoulder straps

- Polo shirts
- Hoodies (hoods must always be down and not obscure the students' face)
- Footwear should be plain and can include any of the following:
 - Trainers or pumps
 - Brogue/Oxford style shoes
 - Boots with a small heel, e.g. Chelsea style boots which do not rise past the knee
- Accessories such as jewellery should be subtle and meet the following guidelines:
 - Earrings are studs or small hoops no longer than chin length
 - All other types of jewellery including necklaces and bracelets should again be subtle and not be able to get caught or cause injury to the student
- Minimal neutral makeup and nail colours
- Hair colour should be natural and hairstyles are not extreme.

Examples of unacceptable Sixth Form dress:

- Ripped/frayed jeans or trousers
- Jeans or trousers of a bright colour
- Shorts that are above mid-thigh length
- Casual exercise/jogging bottom style shorts
- Casual tracksuit bottoms of any kind, including leggings
- Skirts that are above mid-thigh length
- T shirt dresses
- Tops with abusive/offensive words or images on them
- Tops that show an excessive amount of skin, e.g. sheer materials such as lace
- Cropped tops, including t shirts that are tied up to make them shorter
- Casual vests or strappy spaghetti strap vests of any kind
- Trainers or pumps which are brightly coloured
- Sandals, flip flops or sliders
- Extreme hair styles or colours
- Any clothing that allows underwear or an excessive amount of skin to be visible
- Any form of headwear or accessories that fully obscure the face, e.g. baseball caps or sunglasses. Students wearing headscarves for religious beliefs are exempt from this.
- Extreme facial jewellery. Nose piercings can only be studs, unless small rings are worn for religious beliefs.
- Boots that rise above the knee
- Any footwear with a large heel/stiletto style heel
- Clothing that represents external sports teams, e.g. football tops
- Coats and outside jackets may be worn outside, but must be removed once inside the school buildings
- Nails that are extreme in length or colour

N.B.: Students are able to dress in accordance with their own gender identity.

Consequences:

Students will be asked to remove or change any items which are not deemed to meet the standards set out in the Sixth Form dress code. If students are unable to meet this request, they will be sent to a member of the Sixth Form Leadership Team who will send them home to change if this is deemed necessary. If this instruction is given, students will be expected to change into appropriate dress and then return to school promptly for the remainder of the school day. If it is not possible for students to return home to change as they live too far away from the school, they will be required to attend their lessons but spend their free time for the remainder of the day in the Sixth Form Study Centre. If a student returns to school the following

day or another day during the same term with the same dress code infringement, they will be placed on a student action plan to monitor their conduct, as per the whole school Behaviour Policy.

Section 4: The importance of cost consideration

4.1 The School Admissions Code 2014, which is statutory guidance, states

'Admission authorities must ensure that their arrangements will not disadvantage unfairly, either directly or indirectly, a child from a particular social or racial group, or a child with a disability or special educational needs, and that other policies around school uniform or school trips do not discourage parents from applying for a place for their child'

No school uniform should be so expensive as to leave students or their families feeling unable to apply to, or attend, a school of their choice, due to the cost of the uniform.

4.2 Uniform is available directly from:

Cross Embroidery, Units 5 - 6 Lower Cherwell Street, Banbury, OX16 5AY

Tel: 01295 270555, www.crossembroidery.com

4.3 See the school website for details: www.chenderit.northants.sch.uk/school-uniform.asp

4.4 Uniform is available to borrow in emergencies. Students should see Heads of Learning before the start of tutor time.

Section 5: Human Rights, Equality, Discrimination and Medical Considerations

5.1 Chenderit School accepts that some religions and beliefs require a particular dress code, or to otherwise outwardly manifest their belief. This could include wearing or carrying specific religious artefacts, not cutting their hair, dressing modestly, or covering their head. Students have the right to manifest a religion or belief, but not necessarily at all times, places or in a particular manner. Where a school has good reason for restricting an individual's freedoms, for example, the promotion of cohesion and good order in the school, or genuine health and safety or security considerations, the restriction of an individual's rights to manifest their religion or belief may be justified.

5.2 In certain and approved medical situations the need to alter or postpone the wearing of normal school uniform or the Sixth Form Dress Code for a specific and defined period of time is acceptable. Students and their families need to communicate with their Head of Learning any request to alter their uniform wearing as a result of a medical condition. This will be approved and recorded and will be counter signed by the Head of Learning or designated member of staff. The alteration to the school uniform will be for a designated period only.

Section 6: Complaints and challenges to school uniform policy

6.1 Disputes regarding the wearing of the appropriate school uniform should be represented to the child's form tutor and/or their Head of Learning.

6.2 Any further dispute should be pursued in accordance with the school's complaints policy. The School's Complaints Policy is available on the school website or upon request, from Mrs Joanne Davies, Headteacher's PA by email jdavies@chenderit.net or 01295 711567 ext 216.

Section 7: Student non-compliance

- 7.1 Chenderit School can discipline students for breaching the school's rules on appearance or uniform. (See the school's published Behaviour Policy). Chenderit School's Behaviour Policy specifically addresses non-compliance with the school uniform:

Chenderit School has chosen to have a school uniform. Students are expected to maintain high standards of personal appearance. Where a student fails to uphold any part of the school's uniform policy they will be informed and asked to correct the issue.

Where the issue cannot be corrected on that day, a uniform concern letter will be passed to the student for their parent/carer, indicating the problem. The parent/carer may acknowledge the uniform issue on the reply slip of the concern letter that evening with a note agreeing to rectify the problem within a reasonable timeframe (usually within a week). Where this happens no sanctions will be put in place.

Where the student refuses to correct the issue or no note acknowledging the parents/carers' intention to rectify the issue is provided, the student will be required to spend his/her initial free time (at break and or at lunch) in IT3 supervision.

Where a student has 3 or more such separate uniform issues in a half term period, his/her Head of Learning will issue a break or lunchtime detention.

Every 3 separate instances during a half term results in a HOL break or lunchtime detention. Where a single issue persists/returns, a student may be put in IER isolation outside of his/her normal lessons and be placed in supervision in IT3 at breaks and lunchtimes until the issue is resolved satisfactorily.

- 7.2 Chenderit School's Headteacher, or a person authorised by the Headteacher, may ask a student to go home briefly to remedy a breach of the school's rules on appearance or uniform. When making this decision the school will consider the child's age and vulnerability, the ease and time it will take, and the availability of the child's parents. This is not an exclusion but an authorised absence.
- 7.3 However, if the student continues to breach uniform rules in such a way as to be sent home to avoid school, or takes longer than is strictly necessary to effect the change, the student's absence may be counted as an unauthorised absence. In either case, the student's parents will be notified and the absence will be recorded. If the school is considering excluding a student in response to persistent breaches of uniform policy then this will be in line with the legal requirements for exclusion.
- 7.4 Heads of Learning regularly monitor school uniform. This can be as a year group, via internal tutor checks, whole school uniform scrutiny checks and by monitoring specific individuals placing students on a monitoring report or issuing various levels of Sim warnings and other BFL consequences, according to the Behaviour policy and procedures.

Section 8: Non-uniform school days

- 8.1 Chenderit School organises non-school uniform days. These non-uniform days are agreed and timetabled in advance.

8.2 Students are expected to consider their non-uniform dress code carefully. Students need to wear clothing that is:

- Safe and practical e.g. No flip flops;
- Non-revealing e.g. No cleavages/midriffs visible;
- No extremes of hair style/colour and
- No abusive or offensive slogans/words on clothing.

8.3 The Senior Leadership Team will determine the limits of acceptability of non-school uniform dress and will, through Heads of Learning, arrange to inform students and their families of the need to change their dress for that and/or future non-uniform days.

Section 9: Policy Review and Monitoring

The uniform policy is monitored and reviewed by the Students, Families and Community Committee on an annual basis.

Appendix 1

Chenderit School student uniform information sheet including representative images of statutory school uniform for KS 3 and 4 students.

CHENDERIT SCHOOL UNIFORM

Correct school uniform is required at all times in school, on journeys to and from school and on school visits

UNIFORM LIST

The uniform is shown below. Trousers or skirt and either socks or tights may be worn.

Polo shirt	White polo shirt with school badge (from Cross Embroidery only)
Sweatshirt	Black with school badge (from Cross Embroidery only)
Skirt	Black with embroidered school emblem (from Cross Embroidery only)
Trousers	Smart black plain formal / business style (e.g. no jeans, casual style, cords, chinos, tight or skinny style trousers, leggings, jeggings, running or sportswear etc);
Socks	Plain black or dark grey
Tights	Black or natural plain design.
Shoes	Black in a plain, sensible style (e.g. no sling backs, high heels, boots, black or other trainers, trainer style shoes, canvas shoes etc.);

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IF IN DOUBT PLEASE ASK BEFORE PURCHASES ARE MADE