



# PENN FIELDS SCHOOL

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## UNIFORM POLICY 2022

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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 sex, race, religion or belief, and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing uniform items based on sex, to give all students 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 students
- Allow all students to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all students to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow students to request changes to swimwear for religious reasons
- Allow students to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking students or their parents to get in touch with Ms J Callaghan who can answer questions about the policy and respond to any requests

## **3. Limiting the cost of school uniform**

Penn Fields 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.

No student at Penn Fields will be penalized because they are unable to adhere to the Uniform Policy. An item of branded clothing is preferred but not essential.

We have a stock of preloved uniform items which have been donated and these are accessible to any student in the school.

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.

As long as students are able to wear items of the correct type and colour of clothing then this satisfies our policy.

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
- Limiting any items with distinctive characteristics where possible for example, by only asking that the polo shirt, jumper or cardigan, features the Penn Fields logo
- 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
- Avoiding specific requirements for items students could wear on non-school days, such as coats, bags and shoes
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents to acquire preloved uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consulting with parents and students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

## 4. Expectations for school uniform

### 4.1 Penn Fields Uniform

Key Stages 1 and 2	Key Stage 3	Key Stage 4	Sixth Form
Grey/Black Trousers or Skirt/Pinafore Dress	Grey/Black Trousers or Skirt	Black Trousers or Skirt	Black Trousers or Skirt
Blue School Sweatshirt	Blue School Sweatshirt	Black School Sweatshirt	Black School Sweatshirt
White/Grey or Blue Shirt or Blouse	White/Grey or Blue Shirt or Blouse	White Shirt or Blouse	Purple Shirt or Blouse

<b>PE Kit</b>
Blue T-shirt
Blue shorts
Pump bag

<b>Swimming Kit</b>
Swimming costume or trunks
Towel

- In the interests of safety, if students have pierced ears they may only wear studs to school. No other jewellery, except watches, may be worn.
- False nails are not allowed.
- Students are expected to wear black school shoes, not trainers.
- The PE kit can also be purchased from Lads & Lasses Schoolwear.
- All clothing should be clearly labelled with the child's name

## 4.2 Where to purchase it

Our branded uniform items can be purchased from Lads and Lasses.

Lads & Lasses Schoolwear  
50a Warstones Road  
Penn  
Wolverhampton  
WV4 4LP

T: (01902) 334 650

E: [ladsandlassessales@live.com](mailto:ladsandlassessales@live.com)

W: <https://www.ladsandlassesschoolwear.co.uk/>

Penn Fields School - <https://www.ladsandlassesschoolwear.co.uk/product-category/sen-schools/penn-fields-school/>

Preloved uniform can be obtained via the school office.

## **5. Expectations for our school community**

### **5.1 Students**

Students 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)

Students should contact Ms J Callaghan 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 Ms J Callaghan 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 monitor students to make sure they are in correct uniform. They will give any students and families breaching the uniform policy the opportunity to comply, but will follow up with the Senior Leadership Team if the situation doesn't improve.

In cases where it is suspected that financial hardship has resulted in a student 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 students
- Offers a uniform that is appropriate, practical and safe for all students

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 annually by Mrs M Evans School Business Manager  
At every review, it will be approved by the Governing Body.