

Uniform Policy

THE HUB SCHOOL



Policy Owner:	Assistant Headteacher	
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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
- Our uniform aims to:
 - Promote a positive school image and identity for students.
 - Encourage self-esteem among pupils by reducing competitive dressing.
 - Prepare students for the expectation of employers and other educational establishments with regards to dress codes

1.1 Values

High standards and a positive work ethic are central to a successful future. Our school uniform creates a sense of belonging to our school community and sets the tone for all our work. The school uniform is an important part of creating identity and presenting a positive image to the public.

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 our student support team, 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.

We understand that items with our logo on 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 also understand that your child may be moving from another school where you have already purchased uniform. Therefore, for our Anlaby site, we supply new students with 1 polo shirt, a jumper and a PE top free of charge. Further uniform can be purchased where necessary.

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 our logo where possible
 - Limiting items with distinctive characteristics to low-cost and/or long-lasting items
 - 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/class/house groups
 - Avoiding different uniform requirements for extra-curricular activities
 - Making sure that arrangements are in place for parents to acquire second-hand uniform items or financial support where necessary
 - 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

4. Expectations for school uniform

4.1 Our school's uniform

Black Hub polo top

Black Hub jumper or ¼ zip top

Black trousers – Not jeans or leggings
 Black skirt knee length and must be worn with black tights
 Shoes must be ALL black and flat. No open toes or flip flops.
 Green Hub PE top when required

Hair	Make Up	Jewellery
No extreme hair styles or colours	Make up should be discreet and not obvious Acrylic/artificial nails are not permitted	Permitted: • watch • One small pair of stud earrings Not Permitted: • Facial piercings • Ear spikes/stretchers • Neck chains or oversized jewellery

4.2 Where to purchase it

- You can manage your child's day-to-day school uniform by using the Arbor Parent App and making your purchases direct via this platform.
- Information about second-hand uniform and support for parents:
 - Some second hand uniform is kept in school which can be used to support students on a short or long term basis, please contact a member of the student support team to request this.
- Information about Welton uniform:
 - Students at our short stay provision are able to purchase uniform by completing the uniform order form. Second hand uniform can also be loaned for the duration of the placement, which needs to be returned at the end of the placement.

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 a member of the student support team 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 a member of the student support team 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 student support team if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the student support team and referred to senior leadership if necessary.

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 yearly by SLT. At every review, it will be approved by school 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