



The Cowplain School

Work Hard. Enjoy Learning. Achieve Highly.

Uniform Policy

Adopted: Autumn 2024

Review date: Autumn 2025

1. Purpose of the policy.

We believe in the importance of uniform. Our uniform,

- promotes a sense of pride in our school
- provides a sense of community and belonging towards the school
- is practical and comfortable
- sets the appropriate tone for a high quality education
- enables students to feel equal to their peers in terms of appearance, and so reduces anxiety and bullying

Our board of Trustees decides upon the rules we have for appearance of students. In writing this policy, we have considered the statutory guidance on the [cost of school uniforms](#) and ensured that we comply with our obligations under the [Human Rights Act 1998](#) and the [Equality Act 2010](#).

This policy sets out our approach to requiring a uniform that is of reasonable cost, and offers the best value for money for parents and carers. It clarifies our expectations for the wearing of school uniform, and makes it clear how we will avoid discrimination in line with our legal duties under the Equality Act 2010.

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 students to wear plain black or blue headscarves
- Allow for adaptations to our policy on the grounds of equality by asking students or their parents to get in touch with Mrs Rogers (l.rogers@cowplainschool.co.uk) who can answer questions about the policy and respond to any requests.

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 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:

- 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 tie, blazer, PE top, and school skirt feature the school logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties, jumpers and skirts
- Avoiding overly 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 leveller
- Avoiding different uniform requirements for different year groups
- Avoiding different uniform requirements for extra-curricular activities
- Using methods for signalling differences in groups for interschool competitions which does not create a financial burden for families
- Making sure that arrangements are in place for parents to acquire eco-friendly, pre-loved 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 Our school's uniform

All Cowplain students are expected to wear the correct school uniform when travelling to and from school, during the school day and on journeys, events and visits arranged by the school. The school uniform must be worn tidily and correctly.

In line with the guidance from the DfE, staff can discipline students for breaching the school's policy on appearance and uniform. Students found not to be wearing their uniform tidily or correctly on three occasions may be issued with a 15-minute detention.

The school reserves the right to remove students from their lessons if they are not in the correct uniform. We will work to avoid doing this and offer spare uniform to anyone who needs it. If a student changes into the appropriate uniform, they will be able to return to lessons at once. If they refuse to wear the uniform we offer them, and a parent is unable to bring in a suitable uniform, they may not be allowed to return to lessons. We also reserve the right to confiscate items of inappropriate clothing. Any clothing items that are not in line with this policy may be confiscated and given to reception for afterschool retrieval.

Any deviation from our uniform policy must be requested in writing by families and may be authorised at the discretion of the student's Head of Year or SLT who will provide a note to the student.

Cosmetic items such as fake eyelashes and makeup may be taken and disposed of with immediate effect for reasons of hygiene. Students may be required to remove excessive makeup. Visible makeup is excessive makeup. If a student refuses to remove eyelashes or excessive make up, they may be removed from lessons until the issue is resolved.

Artificial nails that can be immediately removed will be. If artificial nails cannot be removed during the school day, the student may be removed from all lessons until the artificial nails are removed.

If items of jewellery cannot be removed during the school day, the student may be removed from all lessons until the item of jewellery is removed.

Students have the option of choosing their school uniform attire as long as it is line with the following items:

4.2 The Cowplain School Uniform

- Plain white shirt with traditional collar
 - The Cowplain School tie *
 - The Cowplain School blazer *
 - Plain black jumper or sleeveless slipover
 - Plain black narrow belt, no wider than 3cm
 - Plain black trousers with a functioning zip and button.
 - The Cowplain School pleated skirt*
 - Plain black shoes - should be sturdy and waterproof, low heeled and fully enclosed; colours, visible logos and canvas shoes are not acceptable. A guide to suitable school shoes can be found in [Resources](#). On our website. Shoes with different coloured logos or stripes are not acceptable.
 - Coats should be weatherproof, front opening and not have large logos. Hoodies, tracksuit tops and denim are not permitted.
 - Hats and caps should not be worn on the school site, gloves and scarves should be removed in lessons.
 - All students are expected to wear The Cowplain School blazer over the jumper or slipover.
- * These items **must** be purchased from a uniform supplier. Our current supplier is Skoolkit in Havant or online at www.skoolkit.co.uk; however, others may be available.

PE Kit

- Plain black shorts (appropriate for sport)
 - The Cowplain School polo shirt ** (or plain white polo shirt)
 - The Cowplain School half-zip PE top ** (optional, not for rugby) *A plain, warm top (not hoodie) is acceptable for outdoor PE during cold weather. Please note, this must be a different top to the jumper worn with the school uniform.*
 - The Cowplain School Rugby shirt ** (optional)
 - Long green football socks for lessons on the Astro
 - White (sports or ankle) socks for all other PE lessons
 - Sports trainers (not plimsolls)
 - Gum shield (compulsory if studying rugby)
 - Shin pads (recommended for hockey and football)
 - Football boots to have short rubber studs (Compulsory for lessons on the Astro for at least 12 weeks of the year.) Examples of football boots, that can and cannot be worn on the Astro, can be found in [Resources](#).
 - *Navy blue or black tracksuit bottoms (not leggings) may occasionally be permitted for outdoor wear only during cold weather, at the teacher's discretion.*
 - Students should have a complete change of clothing for all Physical Education activities. Outdoor activities take place whatever the weather.
- ** These items **can** be purchased from a uniform supplier. Our current supplier is Skoolkit in Havant or online at www.skoolkit.co.uk; however, others may be available.

5. Appearance

- **Hairstyles** should not be unusual, excessively short (Grade 1), tramline, zig zag or dyed unnatural colours.
- **Jewellery:** one small plain stud may be worn in each earlobe and a wristwatch. No other jewellery is permitted. All other jewellery may be confiscated and held until the end of the school day.
- **2nd Piercings** are not permitted on Health and Safety grounds set out by The Cowplain School. Students will be asked to remove extra studs and the fact that the piercing is in the process of healing will not be an acceptable reason.
- **Nose piercings** are not permitted, including those with clear retainers.
- **Make up** is not permitted in Years 7, 8 or 9 and should be discreet in Years 10 and 11. False eyelashes and excessive eyeliner is not considered discreet.
- **Nails:** gel and acrylic nails are not permitted on Health and Safety grounds and students will be asked to remove them. Nail varnish is not permitted in any year group.
- **Coats** should be weatherproof, front opening and not have large logos. Hoodies, tracksuit tops and denim are not permitted, and may be confiscated and held until the end of the school day if a student repeatedly puts them on.
- **Hats, hoods and caps** should not be worn on the school site, gloves and scarves should be removed in lessons.

6. Expectations for our school community

6.1 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)

If a student is not in the correct uniform, we will do all we can to provide them with spare uniform, and contact parents to inform them. If a student refuses to wear our spare uniform, they may be removed from lessons until they are in the correct uniform. Leggings and shoes with coloured logos or stripes are not acceptable.

Students are also expected to contact Mrs Rogers (l.rogers@cowplainschool.co.uk) if they want to request an amendment to the uniform policy in relation to their protected characteristics.

Please refer to section 4.2 for further details regarding uniform expectations.

6.2 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 Mrs Rogers (l.rogers@cowplainschool.co.uk) if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

The school welcomes children from all backgrounds and faith communities. If there are serious reasons, for example on religious grounds, why parents want their child to wear clothes that differ from the school uniform, the school will look sympathetically at such requests.

Parents are expected to lodge any concerns or objections relating to the school uniform in a timely and reasonable manner. Disputes about the cost of the school uniform will be initially addressed by Mrs Rogers. If parents remain unsatisfied they should follow the school's complaints policy.

The school will work closely with parents to arrive at a mutually acceptable outcome, and support those experiencing financial hardship.

6.3 Staff

Staff will closely monitor students to make sure they are wearing correct uniform. They will record the details of any students not wearing correct uniform. Parents will be informed through ClassCharts. After 3 breaches, a detention will be issued.

If a student does not have the correct uniform, we will do all we can to provide them with spare uniform and contact parents to inform them. If a student refuses to wear our spare uniform, they may be removed from lessons until they are in the correct uniform.

Ongoing breaches of our uniform policy will be dealt with by the relevant Head of Year, with support from the SLT as appropriate, in accordance with our behaviour policy.

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. This will include providing uniform where pastoral leaders deem it appropriate.

6.4 Trustees

The board of Trustees will review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the school
- Considers 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.

7. Monitoring arrangements

This policy will be reviewed annually by Mr Colebrook (Head of school). At every review, it will be approved by Trustees.

8. Links to other policies

This policy is linked to our:

- Anti-bullying policy
- Behaviour policy
- Complaints policy
- Single Equality Plan and Equalities Objectives.

All of which can be found on our website.

Date Reviewed and approved:	Autumn 2024	Reviewed by:	JCK	Next Review:	Autumn 2025
Summary of changes made:	New policy				