



# PENPOL SCHOOL

## School Uniform Policy

Signed by:

_____	Head Teacher	Date: _____
_____	Chair of Governors	Date: _____

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Appendix 1 – Penpol School Uniform

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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 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 the way that is appropriate for school yet makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with The Head Teacher, [head@penpol.cornwall.sch.uk](mailto:head@penpol.cornwall.sch.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 blazer, worn over the jumper, features the school logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- 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 pupils 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 different year/class/house groups
- 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 second-hand uniform items
- 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

See Appendix 1

### 4.2 Where to purchase it

- Items with the Penpol Badge can be ordered from our local supplier, Exhibit 1. All other items can be purchased from a variety of shops.
- Some of our parents have kindly set up a 2<sup>nd</sup> hand uniform page on Facebook which you can access from <https://www.facebook.com/groups/890266211561612>

## 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 the Head Teacher 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 The Head Teacher, [head@penpol.cornwall.sch.uk](mailto:head@penpol.cornwall.sch.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

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 Head Teacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by The Head Teacher

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 if there are and changes by the Head Teacher. At every review, it will be approved by Full Governing Body.

## 7. Wearing Jewellery

### Definition

Practice regarding the wearing of jewellery can raise emotive issues, which should be handled sensitively at all times. The safety of the children is paramount. jewellery and earrings are known to be potentially dangerous.

- Rings, bracelets or necklaces must not be worn by children at any time.
- Watches may be worn by pupils at their own risk. They must be removed for PE/Games activities.
- Long hair should be tied back for PE/Games activities.
- Only 'stud' earrings may be worn (no dangling or hooped earrings), but they must be removed for PE/Games activities.

The school cannot accept any responsibility for watches or jewellery worn by the children.

Staff will remove their watches and any other personal jewellery which might be hazardous when taking PE/Games lessons.

### Risks which may be Incurred

- Stud earrings – impact on side of head could cause the spike to enter the mastoid area. This has the potential to cause deafness.
- Ring earrings – an accident would have the potential to cause torn ear lobes leading to possible pain and scarring.

### Action

Where a child is unable to remove their earrings, the earrings should be covered with tape. Children must be taught to manage this themselves under adult supervision as staff risk accusations of assault if they apply the tape.

Procedures Parents will be informed of this policy via newsletter and the school website. Parents will be asked to teach their children to remove and replace their own earrings. Parents to provide tie backs for children with long hair.

### Guidelines

Children cannot 'sit out' PE/Games lessons because they are wearing earrings. Schools should not use disclaimer letters which have been signed by parents.

Should parents wish their children to continue to wear jewellery during PE for religious or cultural reasons, attempts should be made to reach a safe and practical solution. For example, bracelets could be covered by the use of tape or sweatbands.

## 8. Links to other policies

This policy is linked to our:

- Behaviour for Learning policy, Anti-bullying policy, Complaints policy

## APPENDIX 1

### PENPOL SCHOOL UNIFORM














At Penpol School we are very proud of our school uniform. We believe that it instils a sense of belonging to the school and its community. We are also mindful that children learn through play and being active, therefore we provide a range of options for you and your child to choose from.

#### Ordering school uniform

Items with the Penpol Badge can be ordered from our local supplier Exhibit 1, who are located on the Marsh Mills Industrial Estate near the rugby club. Items can be ordered and collected directly from Exhibit 1 or if you have difficulty getting to the shop, arrangements can be made for the items to be delivered to school.

Here is the link to the Exhibit 1 website: <https://www.exhibit1clothing.com/penpol-school.html#>

Some of our parents have kindly set up a second hand uniform page on Facebook which you can access from the following link: <https://www.facebook.com/groups/890266211561612>

 <b>V-Neck Jumper</b> Blue with the Penpol logo	 <b>Cardigan</b> Blue with the Penpol logo	 <b>Sweatshirt</b> Blue with the Penpol logo	 <b>Trousers</b> Plain grey	 <b>Skirt</b> Plain grey	 <b>Shorts</b> Plain grey	 <b>Summer Dress</b> A blue and white summer dress can be worn as an alternative if desired.
<b>Shirt</b>			<b>Socks + Shoes</b>			
 <b>Buttoned Shirt</b> Plain white	 <b>Polo Shirt</b> Plain white	 <b>Shoes</b> Sensible black shoes (no heels or sling backs)	 <b>Socks</b> Grey or black	 <b>Tights</b> Grey or black	 <b>Elastic Tie</b> Plain blue	

Ties are

## PE Kit



**T-Shirt**

Plain yellow with the Penpol logo



**Shorts**

Plain blue

Tracksuit  
Juniors only



**P E Bag**



**Traditional Tie**

Plain blue

