



School Uniform Policy

Hautlieu School

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Agreed by Staff – September 2024

Agreed by Governors – May 2024

To be reviewed by – July 2025

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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 Hautlieu will consider the needs of all students and how the policy might affect groups represented in the school, especially those who share protected characteristics
- › Clarify Hautlieu’s expectations for school uniform

2. Avoiding Discrimination

To avoid discrimination, Hautlieu 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 style their hair in a way that is appropriate for school and makes them feel most comfortable
- Allow students to wear headscarves and/or other religious garments
- Allow students 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 students or their parents to get in touch with Deputy Headteacher – Student Progress and Staff Development, 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 as low cost as possible, in line the Government of Jersey, CYPES School Uniform Policy.

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'.

We will:

- Make sure our uniform is available at a reasonable cost
- Ensure that branded and compulsory items are kept to a minimum and will be limited up to five bespoke items for all uniform including PE Kit
- Aim to ensure that our uniform provides the best value for money for parents and carers

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items
- Avoiding specific requirements for items students may wear on non-school days, such as coats, bags and shoes
- Keeping the number of compulsory branded items to a maximum of five
- Ensuring that second-hand uniforms are available for parents to acquire and information on how to acquire it will be published on Hautlieu's website
- Avoiding different uniform requirements for extra-curricular activities
- Avoiding frequent changes to uniform specifications
- 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 Hautlieu's Year 10 and Year 11 uniform (required)

- Black blazer with school crest available from Lyndale Sports
- Black 'suit-style'/tailored full length trousers (*no* leggings, chinos, black denim, ¾/cropped length or skinny trousers)
- Long or short sleeve button through white shirt that can be tucked in or a fitted blouse
- Black shoes (*no* high heels or canvas shoes).
- Black or grey socks
- School bag is the choice of students/parents but should be suitable for school use

Optional

- Black jumper with school crest available from Lyndale Sports

PE KIT (required)

Indoor kit

- White polo shirt with school crest.
- Navy blue shorts, navy blue skort or navy-blue plain sports leggings.
- White socks.
- Sports trainers (not casual or skate shoes).

Outdoor kit

- Navy blue rugby/hockey shirt available from Lyndale Sports.
- Navy blue shorts, navy blue skort or navy-blue plain sports leggings.
- White football socks.
- Football/hockey boots as appropriate.

Optional extras (for cold weather)

- Plain navy blue sweatshirt with a school crest.
- Plain navy blue tracksuit bottoms.
- Shinpads/mouthguard as appropriate.

PLEASE NOTE:

- 1 Facial piercings/facial jewellery are not permitted
- 2 Denim clothing of any type is not acceptable
- 3 The only acceptable jumper is the black jumper with the school crest
- 4 Make up and jewellery should be discrete. Studs may be worn in ears
- 5 Visible tattoos are not acceptable
- 6 Hair should be neat and tidy
- 7 PE Kit should only be worn on days which students have PE
- 8 Specialist clothing e.g. performing arts activewear should only be worn during the relevant lessons

4.2 Hautlieu's Year 12 and Year 13 Dress Code

Our dress code reflects the ethos and high standards of our school. It is important therefore that students' clothes should be clean, respectable, tidy and appropriate to the activity being undertaken.

It is impractical to regulate for frequent changes in fashion and students should avoid extremes of fashion in dress or appearance. The nature of a students' dress should always **be smart, safe and appropriate to a professional working environment**. Shorts can be worn in June, July, September and October. They must be of an appropriate style and length for a professional working environment. Cycling shorts and hotpants are not suitable styles.

Safe and appropriate footwear and specialist clothing is expected for all environments including physical education, performing arts, the workshops, laboratories and when advised by other departments. Specialist wear **should not** be worn in other lessons.

The following examples are regarded as unacceptable:

- **"Fashionable" torn clothing**
- **Low cut/see through/flimsy clothes/crop tops**
- **Short skirts**
- **Outdoor coats/jackets and hats should not be worn in classrooms**
- **Inappropriate slogans/images on clothing (No profanity - visual or written)**
- **Flip flops**
- **Cycling shorts or hot pant style shorts**

Hair

The nature of students' appearance should always be smart, safe and appropriate to a professional working environment.

Jewellery

Jewellery should be discreet and appropriate for a professional working environment. Earrings/studs may be worn in ears and a small, discreet nose piercing is permitted. The school will be the final arbiter on what is/isn't discreet but hope that students and parents realise that we have provided a level of flexibility for students to express themselves in an appropriate way. Please note that students will be asked to remove all jewellery for certain activities.

All staff will monitor standards of appearance and as a result students may be sent home. Students will be informed that they 'should go home and get changed'

5. Expectations for our school community

5.1 Year 10 and Year 11 Students

Year 10 and Year 11 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 are also expected to contact their Academic Head of Year 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
- › In good condition

Parents are also expected to contact their child's Academic Head of Year 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 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 Academic Head of Year if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Academic Head of Year in the first instance.

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 and Jersey Premium Funding is available.

6. Monitoring arrangements

This policy will be reviewed annually.

7. Links to other policies

This policy is linked to our:

- › Behaviour policy

- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy
- CYPES School Uniform Policy

8. Links to UNCRC - Rights Respecting Schools:

This policy links to the following UNCRC articles:

Article 1: Everyone under 18 has all of these rights

Article 2: You have the right to protection against discrimination. This means that nobody can treat you badly because of your colour, sex or religion, if you speak another language, have disability, or are rich or poor

Article 3: All adults should always do what is best for you

Article 26: You have the right to help from the government if you are poor or are in need

Article 42: All adults and children should know about this convention. You have a right to learn about your rights and adults should learn about them too.