



RIPPLEVALE
SCHOOL

Uniform Policy

Date of issue: 22.03.2022

Review Cycle: Every three years

Next Review Date: January 2028

Ripplevale School is owned and operated by Cavendish Education.

This policy is one of a series of school policies that, taken together, are designed to form a comprehensive statement of the School's aspiration to provide an outstanding education for each of its students and of the mechanisms and procedures in place to achieve this. Accordingly, this policy should be read alongside these policies. In particular, it should be read in conjunction with the policies covering equality and diversity, health and safety, safeguarding and child protection.

All these policies have been written, not simply to meet statutory and other requirements, but to enable and evidence the work that the whole School is undertaking to ensure the implementation of its core values:

Ripplevale School provides a caring learning environment where our students make meaningful progress, relative to their individual starting points. Our aim is to encourage them to develop appropriate personal, social and employable skills enabling them to become confident, independent and aspiring young people

While this current policy document may be referred to elsewhere in Ripplevale School documentation, including particulars of employment, it is non-contractual.

In the School's policies, unless the specific context requires otherwise, the word "parent" is used in terms of Section 576 of the Education Act 1996, which states that a 'parent', in relation to a child or young person, includes any person who is not a biological parent but who has parental responsibility, or who has care of the child. Department for Education guidance [Understanding and dealing with issues relating to parental responsibility](#) considers a 'parent' to include:

- all biological parents, whether they are married or not
- any person who, although not a biological parent, has parental responsibility for a child or young person - this could be an adoptive parent, a step-parent, guardian or other relative
- any person who, although not a biological parent and does not have parental responsibility, has care of a child or young person

A person typically has care of a child or young person if they are the person with whom the child lives, either full- or part-time and who looks after the child, irrespective of what their biological or legal relationship is with the child.

The school employs the services of the following consulting companies to ensure regulatory compliance and the implementation of best practice:

- Peninsula BrightHR
- Peninsula BusinessSafe (Health and Safety)
- Atlantic Data (DBS)
- Educare (online CPD)

Ripplevale School is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers, pupils and visitors to share this commitment.

All outcomes generated by this document must take account of and seek to contribute to safeguarding and promoting the welfare of children and young people at Ripplevale School.

The policy documents of Ripplevale School are revised and published periodically in good faith. They are inevitably subject to revision. On occasions a significant revision, although promulgated in School separately, may have to take effect between the re-publication of a set of policy documents. Care should therefore be taken to ensure, by consultation with the Senior Leadership Team, that the details of any policy document are still effectively current at a particular moment.

Context

At Ripplevale School, we understand that school uniform can be challenging for students with ASD who struggle with sensitivities from certain materials/clothes. As a School, we are only too aware of how difficult it is for some students to concentrate and focus for long periods of time. We wish our students to get the most out of their time in school and education and not cause any distress or discomfort through what they are wearing. In those cases, uniform is not obligatory.

Aims and objectives

Our policy on school uniform is based on latest government uniform guidance (*Developing School Uniform Policy* <https://www.gov.uk/government/publications/school-uniform/school-uniforms>; *Cost of School Uniforms* <https://www.gov.uk/government/publications/cost-of-school-uniforms/cost-of-school-uniforms>), the health and safety of the children, safeguarding requirements and the notion that school uniform:

- promotes a sense of pride in the School
- engenders a sense of community and belonging towards the School
- is practical, comfortable, smart and as inclusive as possible to all students
- identifies the children with the School
- makes children feel equal to their peers in terms of appearance
- is regarded as suitable wear for school and good value for money by most Parents
- is designed with health, safety, welfare and safeguarding in mind.

The role of parents

We ask all parents who send their children to our School to support the School uniform policy. We understand that students with autism have sensory needs and wearing a uniform may cause discomfort and distress. We will work with parents to find a suitable alternative that means the student is comfortable and happy to attend school.

The role of Cavendish Education Group

Cavendish Education supports the Headteacher in implementing the School uniform policy. It considers all representations from parents regarding the uniform policy and liaises with the Headteacher to ensure that the policy is implemented fairly and with sensitivity.

It is the Headteacher's responsibility to ensure that the School uniform meets all regulations concerning equal opportunities.

The Headteacher will ensure that the School uniform policy helps children to dress sensibly, in clothing that supports the student to achieve their potential.

Monitoring and review

Ripplevale School will ensure that its School uniform policy is fair and reasonable and that the uniform chosen is affordable and does not act as a barrier to parents when choosing a school.

Ripplevale School will engage with parents if the student does not wish to wear uniform due to sensory needs, ensuring a suitable alternative is agreed upon.

Ripplevale School will review Uniform Policy every three years, although the review may not prompt a change in policy.

Ripplevale School will take into account the environmental impact of any manufactured school uniform items and endeavour to minimise any adverse environmental impact.

Ripplevale School will take a sensible approach to the wearing of uniform in extreme weather conditions.

Ripplevale School takes in to regard our obligations under the Human Rights Act 1998 and anti-discrimination legislation (Equality Act 2010).

Ripplevale School will be mindful and sensitive to needs of different cultures, races and religions and will accommodate and consider these needs when addressing uniform requirements for students (see the Intercultural Matters Policy).

Ripplevale School will pass on to the uniform supplier any complaints regarding the standard of uniform supplied.

DfE strongly recommends that all schools adhere to its uniform policy and:

- consults widely on its proposed School uniform policy and changes to an established policy. As well as current pupils and parents/carers, prospective pupils and parents/carers should be included in any consultation;
- considers how the uniform policy might affect each group represented in the school;
- considers the concerns of any groups and whether the policy amounts to an interference with the right to manifest a religion or belief, and whether it is discriminatory. The School will need to weigh up the concerns of different groups, and it might not be practical to accommodate fully the concerns of all groups. For example, groups of children drawn from different parts of the same religious community may each have differing requirements, requiring several variations of school uniform if each were accommodated in full, which would not be practical;
- considers the timeframe for introducing a new uniform policy or amending an existing one. Factors should include the length of time before the pupil leaves the school and whether expensive items are frequently purchased second hand, or passed on to siblings. A transitional period for phasing out the old uniform and introducing the new one should be considered;
- considers the cost and availability of non-standard sizes;
- considers the cost of including branded items and items in unusual colours/shades before insisting they must be worn, and continually reviews the cost of these items;
- documents the consultation process undertaken, the points made by respondents, and the decisions taken in weighing up competing points of view. The school might decide that the needs of individual groups are outweighed by factors such as:
 - health and safety: the school has a right to expect that long hair can be safely tied back for work in the science laboratory, or technology workshops;
 - protecting young people from external pressure to wear clothing they would not otherwise choose to adopt, protecting them from harassment, and from having to adopt dress codes associated with extreme or anti-social elements in the wider community, including styles

and colours of clothing associated with gangs;

- o promoting a strong, cohesive, school identity that supports high standards and a sense of identity among pupils: if some children look very different to their peers, this can inhibit integration, equality and cohesion;
- describes its uniform policy clearly and publicises it well, for example on the school website, in school rules, and in any admissions documentation. Rules on wearing school uniform may be included in the home school agreement.
- considers carefully, once the uniform/appearance policy has been agreed, any request that is made to vary the policy to meet the needs of any individual pupil to accommodate their religion or belief;
- considers carefully, once the uniform/appearance policy has been agreed, any request that is made to vary the policy to meet the needs of an individual pupil because of temporary or permanent medical conditions. For example, pupils with some skin conditions may be unable to wear specific fabrics, and pupils with foot or leg injuries may be unable to wear school shoes.

Cost of school uniform

School uniform can be expensive, particularly for low income and large families, so Ripplevale School gives careful consideration to ensure that only minimal items of school uniform are required and cost is kept to a minimum.

Ripplevale School is mindful about family circumstances and will assist with supply of uniform to those families who may need help.

Ripplevale School does not make a profit from the sale of uniform to students.

Ripplevale School maintains a stock of second hand uniform that may be passed on to students who are in need.

Ripplevale School negotiates the best deal with suppliers for the most cost effective supply of school uniform and this contract is reviewed every 3 years.

Uniform

Ripplevale school uniform is as follows:

Primary and secondary

- black footwear – black trainers may be worn
- plain black, grey or white socks
- black/grey trousers
- light blue polo shirt or long-sleeved shirt (no logos except School logo)
- plain navy blue sweatshirt or jumper (no logos except School logo)
- dark coat or waterproof for the winter
- a dark woolly hat and gloves may be worn in winter.

The only items of branded Ripplevale uniform are the polo shirt, sweatshirt and fleece, which may be purchased from the school.

Post-16 students may wear their own choice of clothing.

PE - all students - chosen to be practical, comfortable, appropriate and affordable:

- plain football shorts – blue or black
- tracksuit if desired
- a plain polo/rugby shirt or t-shirt – preferably white
- trainers (or similar, specified for use on the School's multi-use games area - MUGA)
- football socks and shin pads (these do not have to be provided as soon as your child starts school)
- football boots (these do not have to be provided as soon as your child starts school).

For health and safety reasons, it is essential that children are dressed appropriately for any physical activity.

Outdoor learning and Land based studies - clothing needed:

- clothing that is comfortable to move about in and expected to get dirty
- long trousers/jogging bottoms – preferably not jeans as they are not ideal when wet (NO shorts are allowed)
- long-sleeve top (reduces risk of stings/scratches)
- waterproof clothing/coat
- boots/wellies – must provide support to their ankles and keep feet dry.

Jewellery

On health and safety grounds, we ask that children do not wear jewellery in school.

Medical identification bracelets may be worn by children who have significant medical problems, e.g. diabetes or epilepsy.

Individual Arrangements

Students can attend School in comfortable clothing, because those with sensory sensitivities may find certain clothes are itchy, heavy or tight - which can lead to sensory overload. Individual arrangements should be discussed with the relevant Head of Year in the first instance.