



CREATING A CLIMATE FOR GREAT LEARNING,
SUCCESS AND OPPORTUNITY

SCHOOL UNIFORM POLICY

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Date of Next Review: September 2023

Responsible Officer: Martin Bownass, 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

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 all students to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow students to request changes to swimwear for religious reasons
- Allow students to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking students or their parents to get in touch with Emma Tyldsley, Assistant Headteacher, 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
- 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 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 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 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

Our uniform requirements are:

- White shirt – with collar, fastened top button with school tie to the top and covering all shirt buttons.
- Blazer – With Benton Park emblem, compulsory for all year groups.
- School Jumper – With Benton Park emblem; optional for all year groups.
- Trousers – Traditional tailored style black plain trousers worn at the waist no jean style, skinny, lycra, leggings, studded trousers or trousers containing elastane. Trousers must be full in length and meet the top of a student's footwear. Trousers should be worn with ankle socks, not trainer socks.
- Skirt – Black plain skirt and must be worn to the knee. Skirts must not be flared or fitted in style or lycra material.
- Shoes – Plain black shoes – no trainers including black trainers, no sport logos, mules, sandals, stilettos, flip flops, thin heeled shoes, pumps or boots.
- Tights – Plain tights black, opaque or neutral shade. No patterns.
- Belts – Plain black, small, plain buckle. Belts only to be worn with skirts and trousers where there are belt loops.

- Jewellery – No jewellery, other than one small plain gold or silver stud earring to be worn in the ear lobe. No other piercings. Only one charity band.
- Make-up – No make-up to be worn in Key Stage 3. In other Year Groups make-up must be discreet and natural colours only. No nail varnish, acrylic, gel or shellac nails. No false eyelashes.
- Religious Wear – Must be black or navy and only one colour.
- Hair – Hairstyles must be a conventional style. Hair colourings should be a natural colour only. Hair should have no patterns or stripes, either cut into the hair or in a different colour. Tips must remain the same colour as the rest of the hair. Only plain black hairband and bobbles to be worn in the hair. No other hair accessories to be worn. Eyebrows should be natural and not shaved.
- Outdoor wear – No outdoor wear, such as coats, hats or scarves to be worn in the building. No hoodies to be worn on the school grounds.

PE Uniform

Required:

- Benton Park logo PE shirt
- Benton Park logo navy blue mid-length shorts
- White socks
- Dark blue football socks
- Sports trainers suitable for Astro turf use. No converse style pumps

Optional:

- Benton Park logo navy blue sweatshirt
- Benton Park logo track suit bottoms
- Benton Park logo sports leggings

Health & Safety in PE:

- No jewellery to be worn in any PE lessons.
- No watches to be worn in any PE lessons.
- Long hair should be tied back with a hair bobble.

4.2 Where to purchase it

Uniform can be obtained from the below retailers:

PC Sports
67 High Street
Yeadon
Leeds
LS19 7SP

<https://pcsports.co.uk/collections/benton-park-high-school>

Whittakers Schoolwear
3-5 Town Street
Farsley
Leeds
LS28 5EN

<https://www.whittakersschoolwear.co.uk/product-category/leeds/benton-park-school/>

Rawcliffes Schoolwear
42-44 Darley Street
Bradford
BD1 3HN

<https://rawcliffes.biz/benton-park-school/>

Some of our items are also available from mainstream retailers such as most supermarkets and general clothes stores.

4.3 Second Hand Uniform

We also promote the recycling of good quality second hand uniform through the Leeds Uniform Exchange.

Leeds Uniform Exchange makes it easy for families to pass on good quality school uniform that's no longer needed and, instead of buying new, find items of school uniform, for free.

Details about the uniform exchange can be found on the link below, which is promoted to our parents/carers on our website:

<https://leedsuniformexchange.org.uk/>

5. Expectations for our school community

5.1 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)

Students are also expected to contact Emma Tyldsley, Assistant Headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

Students not conforming to correct standards of uniform will be placed in Supervised Study throughout the day until 2.45pm. Where an explanation has been provided by a Parent/Carer, Benton Park staff will work in conjunction with the family to find a solution as quickly as possible. Regular reminders of uniform expectations will be communicated with Parent/Carers and we encourage families to contact school if they have any queries so we can work together to avoid students needing to be placed in Supervised Study. A doctor's note must be provided where, for medical reasons, students cannot wear school shoes.

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 [Emma Tyldsley, Assistant Headteacher 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/carers 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 headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by Martin Bownass, Assistant Headteacher.

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.

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/carers 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.

6. Monitoring arrangements

This policy will be reviewed yearly by Martin Bownass, Assistant Headteacher. At every review, it will be approved by the full governing board.

7. Links to other policies

This policy is linked to our:

- Attitude to Learning Behaviour policy
- Equality Policy
- Anti-bullying policy
- Complaints policy