



The Children's Hospital School

Uniform/Dress Code Policy

Date of Approval:	10/10/2022
Approved by:	T. Jarvis
Date of next review:	09/10/2025
Signed:	

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 (at the Magpie Learning Centre only).
- Clarifies our expectations for school uniform/dress code.
- Explain 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 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 at the Magpie Learning Centre
- 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 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 of School (at Willow Bank or the Magpie Learning Centre) 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 at the Magpie Learning Centre is affordable, in line with statutory [guidance](#) from the Department for Education on the cost of school uniform.

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:

- Not requiring any items with distinctive characteristics
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Avoiding different uniform requirements for different years
- Providing guidance for parents looking to acquire second-hand uniforms.
- 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 The Magpie Learning Centre's uniform

It is our policy that all students attending the Magpie Learning Centre wear school uniform when attending school. Branded items from specialist providers are not required.

- Plain polo shirt (white/black/navy/grey)
- Plain jumper (white/black/navy/grey)
- Plain trousers (black, navy or grey)
- Plain skirts (black, navy or grey) – skirt length should be below the knee
- Black/Brown flat shoes/trainers
- Hair: Any style, natural colours
- Make Up: No fancy dress or theatrical make up
- Jewellery: Ear and Nose Studs (up to 3mm) allowed. No hoops, spikes, chains or safety pins.

Key Stage Two

- Students are asked to attend school wearing their usual uniform from their mainstream school and adhere to their school's uniform policy regarding hair styles, make up and jewellery.

4.2 Where to purchase it

- All of these items can be bought from a range of high streets stores or supermarkets.
- Parents looking to acquire second hand uniforms can approach their child's mainstream school or the Children's Hospital School for guidance on this matter.

4.3 Willow Bank School's dress code

Students at Willow Bank are currently not required to wear a uniform, however we ask students to follow a dress code, created in collaboration with the student council.

Trousers

- Jeans are fine for school
- If there are rips, then no more than two and they should be no more than half the width of the leg in size
- No seam to seam rips

Shorts/Skirts

- Length of skirts should be no more than one hands width above the knee (unless worn with thick, opaque tights)
- Shorts should be no more than one hands width above the knee

Tops/T Shirts

- No offensive slogans
- No straps less than 6cm wide
- Neckline should be no more than one hands width below the neck
- No crop tops/exposed navels

Shoes

- Practical and easy to move in
- Platforms are ok up to 5cm
- Heels are ok up to 7cm
- No stilettos

Hair and Make Up

- Any hairstyle is acceptable
- Any hair colour is acceptable
- No fancy dress make-up

- No theatrical make-up

Jewellery

- One nose stud is ok (up to 3mm)
- Stud earrings are ok
- Hooped earrings are acceptable, but only up to a 2cm diameter
- No other facial piercings are allowed in school
- No spikes
- No chains
- No safety pins

5. Expectations for our school community

5.1 Pupils

- Pupils are expected to wear the correct uniform and/or adhere to the dress code at all times.
- Pupil who are not adhering to the correct uniform/dress code can expect to be challenged by staff.
- Pupils are also expected to contact the Head of School (MLC or Willow Bank) 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/or follows the expected dress code.
- Parents are also expected to contact the Head of School (MLC or Willow Bank) 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 monitor pupils to make sure they are in correct uniform and/or following the dress code.
- Staff will challenge students who are in breach of the uniform policy/dress code. Students may be asked to cover up with a school sweatshirt/jogging bottoms or to remove piercings, for example.
- Ongoing uniform/dress code concerns will be dealt with by Nikki Cole (MLC) or Claire Mooney (Willow Bank).
- 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/dress code that is appropriate, practical and safe for all pupils