



# Uniform/Dress Code Policy

Date of Approval: 18.03.26

Approved by: Headteacher

Date of next  
review: Spring 2028

Signed: *Stephen Readman*

## 1. Aims

This policy aims to:

- Clarify our expectations for our school 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
- 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 School, The Magpie Learning Centre or The Phoenix Learning Centre) who can answer questions about the policy and respond to any requests.

### 2.1 Limiting the cost of the school dress code

In line with statutory [guidance](#) from the Department for Education on the cost of school uniform, we will make sure our dress code can be achieved at a reasonable cost.

We will do this by not requiring any items with distinctive characteristics, and avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes.

## 3. The School Dress code

Students at the Children's Hospital School are not required to wear a uniform, however we ask students to follow a dress code. We ask that all students

- Dress in clean, safe and appropriate clothes for school.
- Examples of reasonable clothes include T-shirts, joggers, leggings, jumpers, hoodies, trainers.
- We do not get changed for PE or Outdoor Learning, so clothes must be suitable for this.
- Your clothing needs to be safe and appropriate for Art and Science lessons (no blankets or long clothing that could be a safety hazard)
- Please do not wear cropped tops or excessively short shorts or skirts - these should fall at mid-thigh or longer.
- No dressing gowns or nightwear should be worn.
- Hoodies, sweatshirts and T-shirts should not have any offensive slogans, pictures or messaging and should be dignified.
- As other students can be triggered, marks from self harm should be covered.
- You should wear sensible footwear that is appropriate for being outside – no slippers or sliders
- At the Magpie Learning Centre and The Phoenix, please bring a coat or jacket every day as we often go for walks in the local area. Students at the Magpie Learning Centre will walk to our other site at Willow Bank School for some lessons.
- Students may wear their existing school uniform if they would like to.

If any part of the dress code is difficult then we can help you. We have some spare clean clothes ready to lend out and could even arrange a shopping trip. A shower and a washing machine are also available at Willow Bank School.

#### **4. Addressing Concerns About Student Dress**

When a student is not dressed safely or appropriately for school, we will take a calm, respectful and supportive approach. Our aim is always to help students understand expectations and ensure they feel comfortable and ready to learn.

Our approach:

1. **Speak discreetly with the student**

We will have a light touch, sensitive conversation and offer guidance on how to follow the dress code in the future.

2. **Offer practical suggestions for the day**

Where possible, we will suggest simple adjustments that can be made immediately — for example, asking a student to zip up a top or wear an additional layer.

3. **Request that unsuitable items are not worn again**

If an item clearly does not meet the dress code, we will ask that it is not brought to school in future.

4. **Support repeated or urgent concerns**

If the issue happens again, or if the clothing poses a more immediate concern, we will spend more time talking with the student to understand the situation and work together on a solution.

We may also offer alternative clothing for the day if needed.

5. **Contact home when concerns continue**

If dress code issues persist, we will call home and work with parents/carers to find a supportive and practical way forward.

Ongoing uniform/dress code concerns will be dealt with by Nikki Cole (Magpie Learning Centre), Claire Mooney (Willow Bank) and Roxanne Steane (Phoenix Learning Centre)

#### **5. Expectations for our school community**

##### **5.1 Students**

- Students are expected to follow the dress code at all times, including on school trips.
- Students who are not adhering to the dress code can expect to be challenged by staff.
- Students are also expected to contact the Head of School (MLC, PLC 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 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 dress code in relation to their child's protected characteristics or for any other consideration, including their child's medical condition
- Parents are expected to lodge any complaints or objections relating to the school dress code in a timely and reasonable manner. 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 following the dress code.
- Staff will guide students so that they are able to make appropriate choices when selecting items for school

- Staff recognise that students are developing judgement about how to dress and will try to address any issues and provide guidance without causing the student embarrassment or shame.
- Staff recognise that students may not have access to the resources they need to follow the dress code and can offer access to shower and clothes washing facilities. 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 dress code that is appropriate, practical and safe for all pupils.

Examples of acceptable dress are:

