



EDUCATION  
and  
LEADERSHIP  
Trust



# WHALLEY RANGE 11-18 HIGH SCHOOL

## SCHOOL UNIFORM POLICY

V1.3

Date:	09.10.15
Date reviewed by policy committee:	09.10.15

Date approved by policy committee:	09.10.15
SLT responsible for this policy:	Deputy Head for Student Wellbeing

## Approval History

Approved By:	Date of Approval	Version Approved	Comments
Policy Committee		V1.0	

## Revision History

Revision Date	Previous Revision Date	Rev	Summary of Changes	Changes Marked	Owner/Editor
	29.06.15	V1.2	Academised and uniform list updated	Yes	WBE
14.10.15		V1.2	Added in a letter and ages in places	Yes	KLU

## CONTENTS

1.Introduction .....	4
2.Purpose of the Policy .....	4
3.Non Compliance .....	4
4.Sixth Form Dress Code.....	4
5.Monitoring, Evaluation and Review .....	4
6.Relationship with other Policies .....	5
7 Guidance of the wearing of the Kirpan.....	6

## 1. INTRODUCTION

To promote an atmosphere which encourages effort, enjoyment and a celebration of the achievements of all our students. The school's concern for these high standards is also reflected in the pride we take in our school uniform and feeling of belonging it creates.

## 2. PURPOSE OF THE POLICY

To support positive behaviour and discipline.

To encourage identity with, and support for, the school ethos.

To ensure pupils of all races and backgrounds feel welcome.

To protect children from social pressures to dress in a particular way.

To nurture cohesion and promote good relations between different groups of pupils.

To support effective teaching and learning.

To ensure the uniform represents good value for money and is not considered financially onerous by parents.

**2.1 All staff must realise the need for a smart, business-like uniform to promote the image of the school, to ensure equality and to raise self-esteem.**

### 2.2 We expect all staff to:

- challenge inappropriate uniform at all times and deal with offenders appropriately;
- not allow any concessions to uniform standards;
- recognise that the enforcement of uniform standards is their responsibility;

### 2.3 We expect Learning Coaches to:

- check uniform, make-up and jewellery each morning; students are to leave Registration dressed appropriately;
- telephone parents/carers of persistent offenders and seek their co-operation;
- deal with offenders appropriately and refer to Heads of House office.

### 2.4 All 11-16 students should:

- Wear a school blazer with badge
- Wear a white shirt
- Wear a school tie
- Wear black trousers or a skirt of school uniform style. Leggings, jeans-type leggings and jogging type trousers are not permitted. Skirts must be of an appropriate length (maximum 2" above the knee and 4" below the knee)
- Wear a school jumper (optional) with logo
- Wear flat, black shoes or trainers with black soles and no colourful logos. Boots to the ankle (Kicker style) may be worn

- Wear a plain, black headscarf (if one is worn); no tassels, sequins or embroidery (nb. Only one headscarf to be worn)
- Carry school ID card at all times and be prepared to show it to any member of staff on request
- Wear black or purple hair bands or bobbles; if they wish to wear hair bands or bobbles
- Wear only school issue badges
- Wear school PE kit as described in the Student Planner
- Wear a school blazer at all times, including breaks and lunchtimes
- Not wear any jewellery, except a watch
- Not wear make-up of any kind
- Not wear piercings or retainers
- Not wear nail polish or acrylic nails
- Not wear hair that is of an extreme style

### **3. NON COMPLIANCE**

Wherever possible the school will avoid sending students home to remedy their appearance, however, there may be occasions when students who fail to comply will stay with a member of staff until a solution is found or be sent home briefly. The school will carry spare items of clothing which can be borrowed.

The Academy Headteacher is the final arbiter in all matters of uniform and dress.

### **4. SIXTH FORM DRESS CODE**

Ideally students should wear smart casual clothes that would be appropriate in an office environment. Students are permitted to wear headscarfs, hijabs and niqabs. Students must wear a school ID badge.

### **5. MONITORING, EVALUATION AND REVIEW**

The school will review this policy annually and assess its implementation and effectiveness.

### **6. RELATIONSHIP WITH OTHER POLICIES.**

The Attendance and Punctuality Policy

The Behaviour Policy

Equal Opportunities

Kirpan Policy – Appendix 1

## 7. GUIDANCE ON THE WEARING OF THE KIRPAN

This addendum to the Policy is intended to provide guidance to staff, parents/carers and students regarding the wearing of the Kirpan by students when in school.

A number of Sikh students have gone through the Amrit ceremony (i.e. initiated into the Khalsahood) and are required to wear the '5 K's' – (Kesh, Kangha, Kara, Kachara and the Kirpan).

The school community should be aware that the wearing of the '5 K's' at all times is of utmost importance and sensitivity for initiated Sikhs, and is the subject of vows made during the Amrit ceremony.

It is essential for an initiated Sikh to keep his/her vows and this commitment, which is not entered into lightly or easily, should be respected by the school community.

The Local Governing Body of the school has accepted the need to balance its responsibilities to ensure the health, safety and welfare of all persons within the school community during either onsite or offsite school activities with the religious requirements of practicing Sikhs.

To this end, the Academy Headteacher and the Local Governing Body will consider each request to wear the Kirpan on an individual basis.

Generally, through the implementation of the following arrangements, the Local Governing Body have satisfied themselves that the health and safety risks associated with the wearing of the Kirpan can be sensibly controlled within school.

Specific arrangements are included for students participating in Physical Education activities, based on what is considered as the best practice in education from the Department for Education (DfE) endorsed publication *Safe Practice in Physical Education and School Sport* published by the Association for Physical Education (AfPE).

The arrangements are based on the assessment of those risks, current best practice and legal advice.

The school will allow the Kirpan to be worn, subject to the following arrangements:

- That the student's parent/carer must notify the Headteacher in writing (*one month*) prior to the student's intention to wear the Kirpan at school. This will allow school staff to engage and consult with the parent/carer and student to ensure the following arrangements are fully understood and applied.
- The wearing of the Kirpan will be restricted to students who have gone through the Amrit ceremony and can produce a certificate or some other form of documentation from their Gurdwara Sahib.
  - The Kirpan may only be worn if the other Four K's are also followed (Kesh, Kangha, Kara and Kachara).

- That the Kirpan blade should be no more than 3 inches long and the Kirpan will be sheathed and restrained with a cord, to the satisfaction of the school, in such a way as to ensure that it will be incapable of withdrawal.
- That the sheathed Kirpan will be further enclosed in secured padding and securely sewn up
- The Kirpan will be worn under clothing and will not be visible to others

### **During Physical Education Activities**

- That the Kirpan is not worn during Physical Education activities where there is a likelihood, by the nature of the specific activity, that physical contact with other people or equipment may occur. This would include activities such as gymnastics, trampolining and some athletics.
- If the Kirpan is removed for any of the activities above, the Kirpan must be given to the Head of Faculty for Safe-keeping and collected by the student immediately after the activity is over.
- Where removal is expressly forbidden then the activity and/or involvement of the student must be suitably modified to mitigate undue risk. The student concerned should not actively participate in the activity, although alternative involvement or participation in the lesson activity will be considered.
- Where the Kirpan is worn during other non-physical contact Physical Education activities, that the sheathed and securely padded Kirpan must be worn under the clothing and will not be visible, or carried in a small pocket in clothing being worn, so that it is safe for the wearer, never visible, and so that other students have no access to it.

Where it is brought to the attention of the Academy Headteacher that any of these arrangements are not being met by a particular students, the Headteacher should, in the first instance, take whatever appropriate action is necessary to ensure the safety of the student or others who may be at risk. Subsequently arrange to consult with the parent/carer of the student to agree a solution.

Failure to adhere to these arrangements may lead to actions being taken against a student which are outlined in the school's Behaviours for Learning Policy.

The parent/carer of the student will be required to sign a declaration indicating that they are aware of and understand these specific arrangements.