



Lipson

Co-operative Academy



School Uniform Policy

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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 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
- 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 request changes to swimwear for religious reasons
- 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 our Deputy Head Mr Goodman, lca@lipson.plymouth.sch.uk, 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 pupils 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 pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

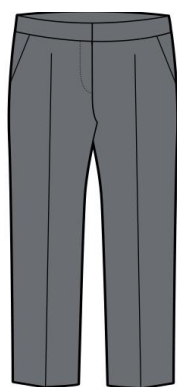
4. Expectations for school uniform

4.1 Our school's uniform

The following items are expected to be worn as uniform (branded items highlighted, all other items are acceptable as unbranded and generic but in the same colour and style):



Blazer – Branded with logo



Grey Trousers



Skirt - Lipson Tartan



Light blue shirts – straight or fitted



Tie - Branded



Navy Blue Jumpers (optional)



PE Top – Branded



PE Shorts



PE Socks



PE Track bottoms

School Uniform - footwear

Examples of acceptable footwear: black, polishable, not canvas and no coloured logos:



Examples of unacceptable footwear: coloured logos, fabric/canvas/suede material, heels, bubble/air or platform soles:



NB: This is not an exhaustive list, if in doubt, please contact the school.

Pictured below are skin tight/skinny fit trousers or cropped trousers which are not allowed for school.



Jewellery

Piercings

Ears – studs only. No hoops, bars or stretchers.

Nose – A clear, flat retainer is permitted. No other types are allowed. No other facial piercings.

No tongue piercings.

No rings and no bracelets (excluding medical reasons).

Hair: Hair can be dyed, but only one natural colour. No extreme hair cuts.

Nails: No acrylic nails.

Shellac or painted nails are permitted.

Make-up: Must be minimal.

4.2 Where to purchase it

Our branded & unique uniform can be purchased from Kitworld in Plymouth. Details of the uniform they supply for us can be found here: kitworld.uk/product-category/school-clubs/lipson-co-op-uniform/

Non-branded items can be purchased at clothing retailers who supply plain items in the same colour and style. We will not allow students to wear items that have alternative branding on them.

Good quality pre-worn school uniform is available second hand from the Student Services team in school and also for free throughout the year from The Uniform Store Plymouth. The store offers a 'Click & Collect' service during term time where you can order uniform items online and pick them up from our designated collection point.

5. Expectations for our school community

5.1 Pupils

Pupils 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)

Pupils are also expected to contact Deputy Head Mr Goodman, lca@lipson.plymouth.sch.uk, 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 PE kit, and that every item is: Clean, Clearly labelled with the child's name and In good condition

Parents are also expected to contact our Deputy Head Mr Goodman, lca@lipson.plymouth.sch.uk, 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 and 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 closely monitor pupils to make sure they are in correct uniform. They will give any pupils 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 our Deputy Head Mr Goodman, lca@lipson.plymouth.sch.uk,

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 that is appropriate, practical and safe for all pupils

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.