

Woodpecker Court

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Woodpecker Court

Woodpecker Court Uniform Policy

V1

Version control

Version	Reviewed by	Future Review date	Comments	Approved by board
V1	RME	March 2025	New policy implemented	23/03/2023

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 uniform

2. Our legal duties under the Equality Act 2010

The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, our provision 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 a way that is appropriate for the provision and the task that they are undertaking as well as what makes them feel most comfortable
- Allow students to wear headscarves and/or other religious garments
- Allow students with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs, with prior approval of Principal ensuring the requirements of the safeguarding and health and safety policies are met.
- Allow for reasonable adaptations to our policy on the grounds of equality by asking students or their parents to get in touch with us, we can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

3. Limiting the cost of uniform

We have 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 provision 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 by only the outer most layer having a logo t-shirt/jumper or fleece in the colour reflective of student age.
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items.
- Considering cheaper alternatives to Woodpecker Court branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability taking into consideration with regards to the colours required inline with our safeguarding policy.

- Avoiding specific requirements for items students could wear on non-provision days, such as coats, bags and shoes
- Keeping the number of optional branded items to a minimum, so that the uniform can act as a social leveller
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interprovision 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 our uniform

4.1 Our Provision uniform

Students are required to wear Woodpecker Court branded logo uniform. Light grey is to be worn if the student is under the age of 19 (Academic Years 7-13) and dark grey is to be worn if the student is aged 19 or over (Academic Year 14 and above) at all times during the provision day.

Students are required to wear their outer most layer with the exception of a coat (in winter or poor weather) when outside as uniform. Uniform items available are a polo shirt, sweatshirt, fleece, cap and beanie. The wearing of hoodies in a classroom is not endorsed. There is no requirement for PE kit or footwear other than closed in sensible shoes reflective of the outdoor site for Health and Safety reasons. Jewellery is permitted but must be deemed safe for the task being undertaken, such as rings without stones for catering or working with animals.

4.2 Where to purchase it

Uniform is available to purchase directly from ourselves. A small selection of second uniform is available to purchase directly from us also. If your child transfers from light to dark grey during their time with us we will exchange their uniform.

5. Expectations for our provision community

5.1 Students

Students are expected to wear the correct uniform at all times (other than specified non-uniform days) while:

- On Woodpecker Court premises
- Travelling to and from site
- At out-of-provision events or on trips that are organised by us, or where they are representing Woodpecker Court.

Students are also expected to contact The Principal 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
- In good condition

Parents are also expected to contact The Principal 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 uniform in a timely and reasonable manner. Disputes about the cost of the uniform will be:

- Resolved locally
- Dealt with in accordance with our complaints policy

We will work closely with parents 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 deal with by the behaviour policy and a follow up with the Principal if the situation doesn't improve.

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.

6. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy