

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:

- ❖ Make sure that our uniform costs the same for all Students
- ❖ Allow all Students to style their hair in the way that is appropriate for school, yet makes them feel most comfortable, providing that the hair does not have any lines cut in and that the style is not outlandish or making overt fashion statements, such as a "Mohawk" or irregular shaving;
- ❖ Allow Students to wear religious or cultural headwear, providing they are plain in either black, dark green or white colour, to coincide with the rest of the school uniform;
- ❖ Allow students to wear mosque caps, turbans or kippahs, if they wish to do so, for cultural/religious reasons. If a student wishes to wear other headgear for religious/cultural reasons, his parents should submit a request for consideration by the Head Teacher;
- ❖ Allow for adaptations to our policy on the grounds of equality, by asking Students or their parents to get in touch with Assistant Head Teacher for Personal Development and Attendance, who can answer questions about the policy and respond to any requests.

3. Limiting the cost of school uniform

Our school is situated in the West of Luton, in a ward that is very mixed in socio-economic status. We are aware that many of our families require our uniform to be as inexpensive as possible, which is why we have limited the amount of branded garments that our students are required to wear. We have therefore ensured that the majority of the uniform can be bought from any retailer that parents wish to use. The school tie is one that will remain with them for all 5 years of their education. Our neighbouring school, Challney High School for Girls, is like us, part of the Chiltern Learning Trust and together, we have aligned ourselves with the Trust's expectation of keeping uniform costs to a minimum.

We do, however, pride ourselves on the culture of the school and its badge and, for this reason, we maintain the right to keep the school badge on the school blazer, so students are able to wear this with pride, as part of our ethos of developing 5* Challney students.

We always try to support any families who have financial difficulty, in ensuring they are adequately equipped with the correct uniform, where possible.

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:

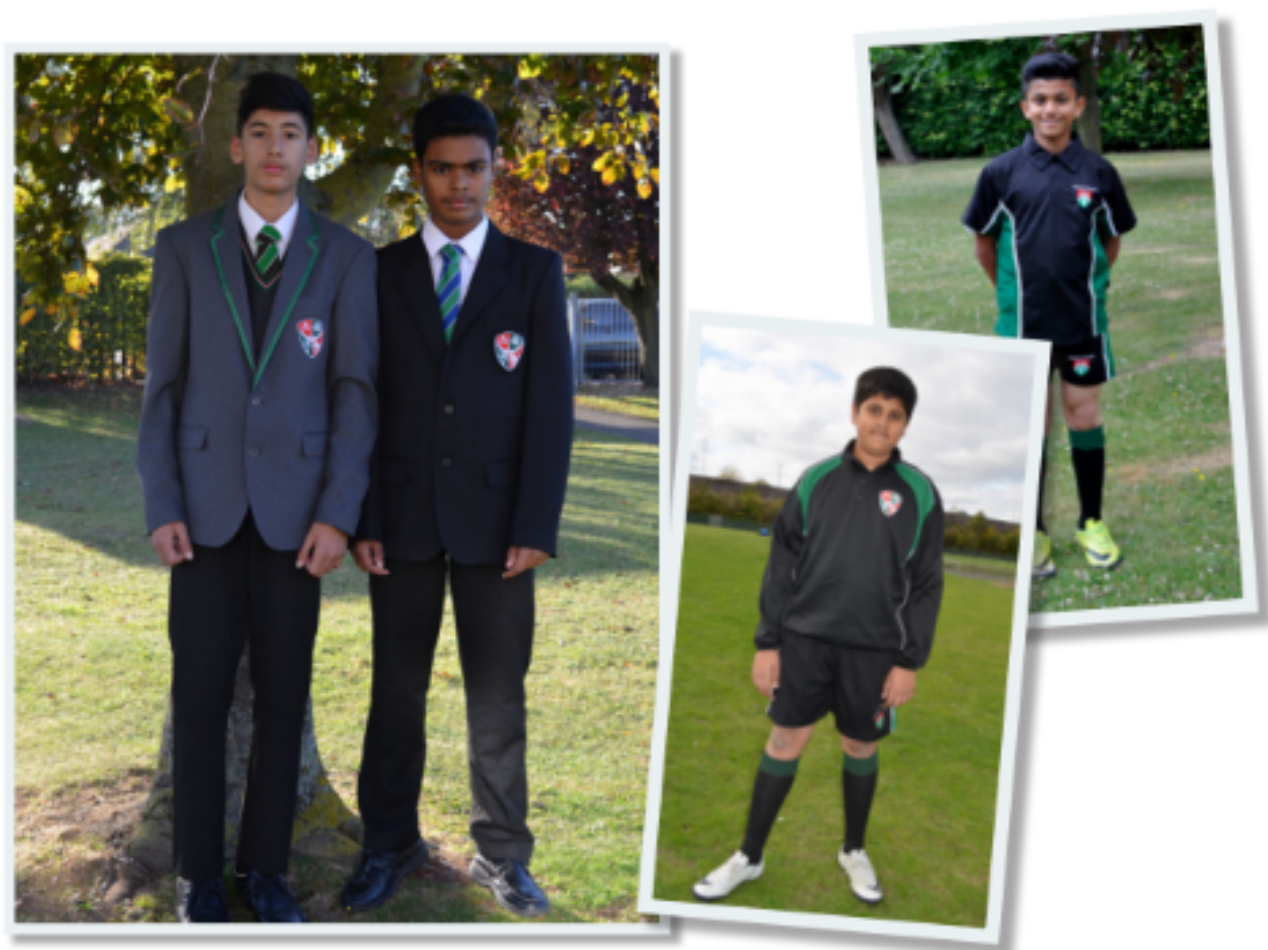
- Is available at a reasonable cost;
- Provides the best value for money for parents/carers

We will do this by:

- Carefully considering whether any items, with distinctive characteristics, are necessary;
- Limiting any items with distinctive characteristics, where possible, by only asking that the blazer and the 2 PE tops, feature the school logo;
- Ensuring that students need only purchase one school tie for their whole duration at CHSB;
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller;
- Avoiding different uniform requirements for extra-curricular activities;
- 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 school uniform

4.1 Our school's uniform



Students require:

- ☐ A grey school blazer in Year 7 and 8, until they grow out of it;
- ☐ A black blazer from Year 9 to Year 11, as students grow out of their grey blazer;
- ☐ A plain, white shirt that is designed to take a tie. This can be purchased from anywhere;
- ☐ A pair of plain, black trousers (not corduroy, not embroidered, no chinos or jean style etc.). These can be bought anywhere;
- ☐ A pair of plain, traditional, black shoes (not boots, high tops or trainers) with no logos. These can be bought anywhere;
- ☐ A grey Challney High School for Boys, long-sleeved pullover with a V neck (optional),
- ☐ A school tie, which is purchased from the school directly. The same tie will stay with the student through their 5 years at the school, signifying which year of intake they are in.

The PE Kit that is required is as follows:

- ☐ Outdoors, black and green Challney long sleeved zipped top to stay warm in the winter,
- ☐ Challney black and green polo shirt,
- ☐ Black and green Challney Shorts (optional) or plain black shorts which can be bought from anywhere,
- ☐ Black Challney tracksuit bottoms (optional); or plain black tracksuit bottoms,
- ☐ Black thermal under-armour with no zip, optional, which can be bought anywhere;
- ☐ Black football socks, which can be bought anywhere;
- ☐ Shin pads for safety, which can be bought anywhere;
- ☐ Training shoes, or plimsolls, which can be bought anywhere;
- ☐ Gum shield, which can be bought anywhere.

Changes:

- ☐ There are no changes required throughout the year, keeping costs to a minimum
- ☐ We do reserve the right to allow students to not wear their ties or blazers in the summer, if we feel it is in their best health interests; this decision is ultimately at the discretion of the Head Teacher.

School shoes should not have any logos and should be like these following examples;



They should not look like these examples;



4.2 Where to purchase the uniform?

We would only expect the following 4 items to be bought as specialised items; the school blazer, the PE polo shirt and the PE long sleeves top to be bought from one of the suppliers below and the school tie to be bought from the school directly. The rest of the identified uniform items can be purchased from any local seller, keeping costs of uniform to a minimum.

The main supplier we use for uniform and Pe kit is;



However parents/guardians can also purchase from;



- ☐ Uniform can also be claimed through the Level Trust in the Arndale Centre, Luton, for parents who have financial difficulties.

4.3 - Miscellaneous

Coats/Jackets

- ☐ Coats should be plain, full sleeved and warm. Denim and leather, or denim/leather look jackets of any colour, cardigans, hoodies, over shirts and sweatshirts are not acceptable as coats and may not be worn to school. If they are brought in, they may be confiscated.

Haircuts

- ☐ Students are expected to have sensible hair styles. Long hair must be kept in place with neat unobtrusive hair fastenings. Students are not permitted to have lines or patterns in their hair or eyebrows. All students' hair should be of a natural colour.

Scarves / Hats

- ☐ Students can wear dark hats and scarves whilst travelling to and from school. Baseball caps are not allowed to be worn to school and will be confiscated.

5. Expectations for our school community

5.1 Students

- ☐ Students can wear dark hats and scarves whilst travelling to and from school. Baseball caps are not allowed to be worn to school and will be confiscated.
- ☐ Students are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:
- ☐ Following the expected standard of 5* Challney uniform they should be displaying at school and uphold this at all times
- ☐ That they have a duty to follow the uniform policy at all times including to and from school or within the local community
- ☐ At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required);
- ☐ On external trips students may be required to wear additional high visibility clothing which the school will supply to keep them safe at all times on the trip.
- ☐ The pastoral support that is available to them to help them meet the uniform standards. Students should seek support with uniform when needed
- ☐ Students should follow all instructions to correct uniform or accept interventions put in place by staff so they can continue their learning
- ☐ Students will be supported to meet the uniform standards and will be provided with repeated induction sessions wherever appropriate.
- ☐ Students will be supported to develop an understanding of the school's uniform policy and wider culture through form time learning and assemblies.
- ☐ Students will be asked to give feedback on their experience of the uniform culture to support the evaluation, improvement and implementation of the behaviour policy.
- ☐ Extra support and induction will be provided for Students who are mid-phase arrivals.
- ☐ Students are also expected to contact the Assistant Head Teacher for Personal Development and Attendance, 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 should take part in any pastoral work following misbehaviour (for example: attending reviews of specific behaviour interventions/sanctions for uniform)

Parents are also expected to contact the Assistant Head Teacher for Personal Development and Attendance, 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 closely monitor Students to make sure they are in the correct uniform. They will give any Students and families breaching the uniform policy the opportunity to comply, but will follow up with the Pastoral team and ultimately the Head Teacher, if the situation doesn't improve.

Ongoing breaches of our uniform policy will be sanctioned through the school's behaviour policy.

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 Students;
- ❖ Offers a uniform that is appropriate, practical and safe for all Students;

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.

6. Monitoring arrangements

This policy will be reviewed annually, in line with all of our policy reviews, by the Assistant Head Teacher, in charge of Personal Development and Attendance. At every review, it will be approved by the Governing body, in line with all of our policy reviews.

7. Links to other policies

This policy is linked to our:

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

Challney High School for Boys: Uniform Policy FAQs

1. Why does the school have a uniform policy?

The school uniform policy aims to ensure that all students feel a sense of belonging and equality, regardless of their background or beliefs. It helps to:

- Create a sense of identity and community within the school.
- Promote a positive learning environment.
- Ensure that students are appropriately dressed for school and school-related events.

2. Where can I purchase the school uniform?

- **JS Sports and Schoolwear:** Located on Neville Road, Luton, LU3 2JQ.
- **Level Trust:** Located in the Arndale Centre, Luton. This option is available for parents facing financial difficulties.

4. My child requires an adaptation to the uniform policy due to religious or cultural reasons. What should I do?

Please contact the Assistant Head Teacher for Personal Development and Attendance. They will be happy to discuss your request and provide guidance.

5. Are there any provisions for families who may have difficulty affording the uniform?

Yes, the school understands that uniform costs can be a burden for some families. We offer several forms of support:

- **Limited Branded Items:** We have intentionally limited the number of branded items requiring purchase from specific vendors.
- **Level Trust:** Parents facing financial hardship can access uniform support through the Level Trust in the Arndale Centre.
- **Second-Hand Uniform:** The school facilitates access to second-hand uniform items.
- **Financial Hardship Considerations:** Staff are trained to handle situations where financial hardship may prevent a student from complying with the uniform policy.

For any concerns related to the cost of the uniform, please don't hesitate to contact the Assistant Head Teacher for Personal Development and Attendance.

6. What happens if a student repeatedly fails to adhere to the uniform policy?

The school encourages open communication and aims to resolve uniform issues constructively. Staff will address any uniform breaches and give students the opportunity to rectify the situation. Persistent non-compliance will be sanctioned through the school's behaviour policy.

7. Can the uniform policy be challenged or changed?

The school welcomes feedback on all its policies. Parents and students are encouraged to share their views and any proposed changes with the school. The governing board, which includes parent

representatives, reviews the uniform policy annually to ensure it remains appropriate, fair, and considers the perspectives of the school community.

8. What is the school's stance on hairstyles?

The school permits students to style their hair in a way that adheres to school appropriateness while allowing them to express themselves. However, hairstyles should not feature any shaved lines, be excessively outlandish, or make overt fashion statements such as a "Mohawk" or irregular shaving. If you have any questions regarding specific hairstyles, please reach out to the Assistant Head Teacher for Personal Development and Attendance.