

# Castle Rushen High School

## UNIFORM POLICY

This policy has links to the following CRHS policies and should be read in conjunction with:

- ❖ Inclusion policy
- ❖ Behaviour policy

Latest policy update:	June 2021			
Next review date:	June 2022			
LT Responsible for review:	K Winstanley			
Policy communicated to stakeholders via:	Email	INSET	Staff Briefing	Other
Date:				



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## Castle Rushen High School

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### **Purpose of Policy**

This policy aims to be a clear and equitable set of standards for students in relation to wearing of school uniform.

Since the 2020/21 COVID lockdowns and the interrupted academic calendar the students' interpretation of our uniform policy has become less focussed, this new policy aims to address this issue.

The policy has been adopted by the school's governing body as a reasonable means to achieve a legitimate aim; a coherent school uniform which applies to our students.

### **Rationale**

There are recognised benefits in having a school uniform, as a uniform can: instil pride being part of the school; support positive behaviour and discipline; contribute towards the inclusive ethos of a school; help to ensure pupils of all races and backgrounds feel welcome; protect children from social pressures to dress in a particular way; nurture cohesion; and promote good relations between different group of pupils.

In addition, the CRHS site is open and available to the community outside of school hours, our uniform helps with Safeguarding in that it offers a visual check that young person(s) wearing it legitimately belong in school on any day.

### **Aims**

Our core business of teaching and learning needs to be conducted in an environment free from unnecessary distractions or disruptions. We feel that uniform benefits our day-to-day learning operations and that wearing it reduces bullying and eliminates peer pressure. It also contributes to a sense of community, safety, and cohesion within the school.

### **Consultation**

During 2021 we conducted a stakeholder consultation exercise on school uniform (see Appendix 1), the responses confirmed that most respondents are in favour of the school having a uniform.

### **Uniform for Pupils in Years 7 – 11**

- Blue shirt or blouse with shirt collar and school tie
- Plain blue, grey or black tailored full-length trousers\* or a skirt of appropriate length\*\*. Short, tight skirts are not appropriate for school.
- Or blue, grey or black tailored shorts. Short, tight shorts are not appropriate for school.
- Blue blazer with CRHS logo
- Blue V-neck jumper or cardigan (optional with blazer - not instead of a blazer).
- Socks or plain black, grey or flesh coloured tights\*.
- Plain black footwear
- Outdoor coats and hoodies are permitted to be worn in the school building but should be removed in classrooms if requested.
- Hairstyles, hair colour and jewellery will only be judged in terms of health and safety concerns, in particular hair accessories should be minimised.
- There is a separate PE kit, details of which can be seen in Appendix 2.

\* Not denim or leggings, no rips, slits, or studs.

\*\*Fashions change and interpretations can be subjective, where a judgement call is required (for example on an issue of appropriate skirt length/modesty the Head of Year will decide in consultation with the Senior Leadership Team).



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### Procedures in terms of exemptions and non-compliance

- The standards we have set out are an attempt to achieve the outlined aims above. They have been set to strike a balance between common sense and enforceability.
- Students can request a deviation from this policy in the case of a protected characteristic as defined in the IOM's Equality Act.
- Students who do not meet the standards and do not have a relevant protected characteristic will be asked to make the necessary changes in an appropriate timeframe.
- Non-compliance will be processed through our Behaviour policy.
- If non-compliance constitutes a health and safety risk a student will be removed from an activity, lesson, or general circulation to ensure the safety and wellbeing of students, staff and/or guests to the school.
- Any student not meeting the standards of uniform may be asked to go home and change.

### KS5 students

As young adults, KS5 students are permitted to have more uniform choice and are expected to exercise self-regulation and responsibility when it comes to their dress, acting as role models to younger students. The school has a separate KS5 Dress Code, see Appendix 3.

Any inappropriate clothing in or out of lessons will be discussed between the KS5 student and the Head of Sixth form.

### Staff

All staff are role models to all our students. As such we should "demonstrate the positive values, attitudes and behaviour we expect from children and young people" (Professional Standards for Teachers).

The school is a professional organisation and dress should reflect this. Dress should be appropriate to the staff role. Dress and general appearance should not incite, intimidate, break Health & Safety regulations or impede the ability to carry out our professional roles for health & safety reasons, teaching staff are strongly advised not to wear backless shoes/sandals. Staff who work in workshops or laboratories are particularly advised to wear appropriate footwear. The school may not be able to support staff who do not follow the Health & Safety advice, for example in the case of a claim for injuries where inappropriate footwear may have contributed.

Identity badges should be worn.

### Cost to Parents

The school has tried to balance cost considerations with the other stated aims of this policy; the only items of school uniform that must have the school badge/logo are the school blazer and a single PE garment. Separate sew-on badges can be purchased from the School Office.

Students and families who are experiencing financial hardship in respect of uniform are requested to approach their child's Head of Year in confidence.

Uniform items can be purchased locally from:

- Promenade T Shirts, Queens Promenade, Douglas: hooded tops, polo shirts, rugby shirts, school blazers (with pre-sewn badge) & school jumpers only.

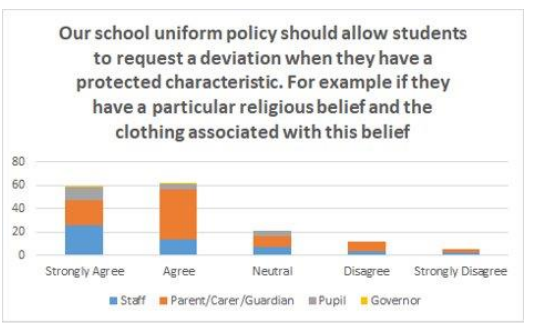
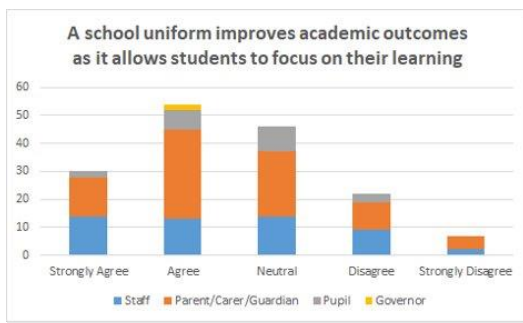
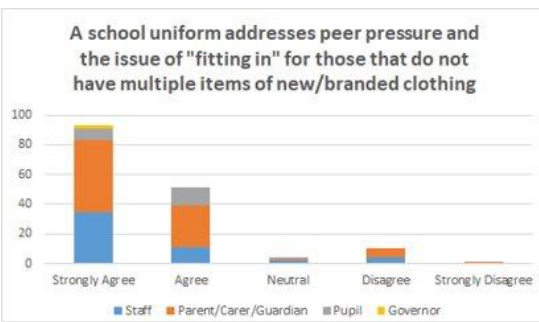
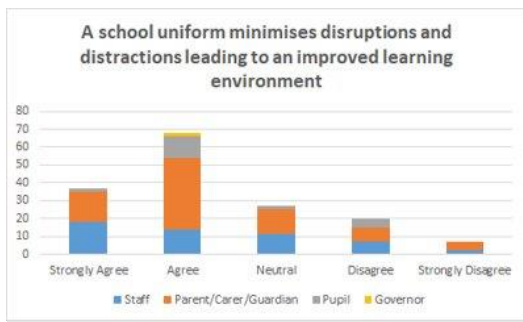
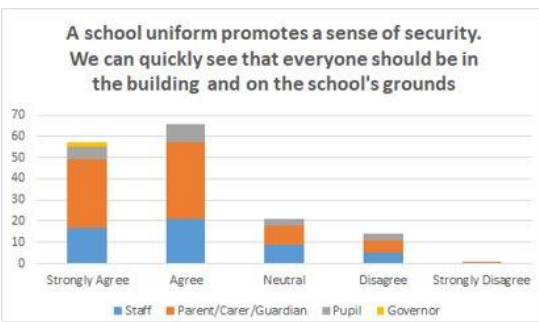
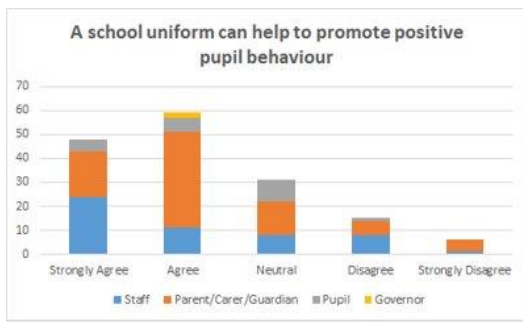
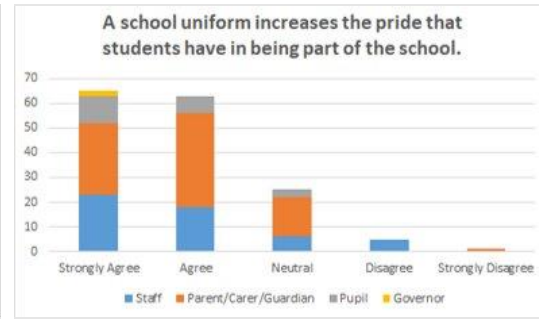
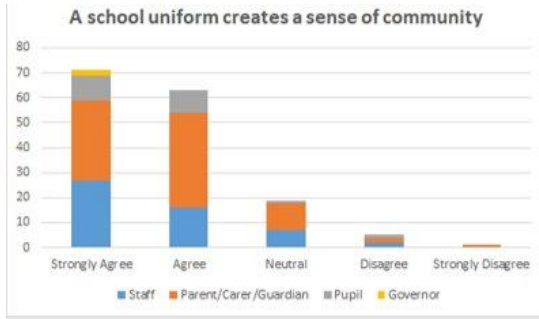
**Reviewed by:**

**Date:**

**Next Review Date:** June 2022



**Appendix 1 – Consultation Results**





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### **Appendix 2 - Games/P.E. Kit**

#### **The following kit is required:**

Sky blue/navy rugby shirt with CRHS logo (rugby/ football)\* OR sky blue/navy windbreaker with CRHS logo (netball/hockey)\*\*

PLAIN short sleeved sky blue t-shirt\*

PLAIN navy shorts/skort/leggings (unbranded with no graphics or text on the leg)

PLAIN sky blue knee length sports socks (Games)

Short white socks (PE)

Trainers/astro shoes

Studded boots (football/rugby)

One piece swimming costume and towel

#### **The following kit is optional:**

Sky blue or navy base layer

Plain navy blue rugby shorts with CRHS logo \*

Sky blue/navy windbreaker with CRHS logo (rugby/football)\*\*

*\* Available from Promenade T Shirts, Queens Promenade, Douglas*

*\*\* CRHS windbreaker is sourced through Castle Rushen High School*



## Appendix 3 – CRHS Sixth form Dress Code

### GENERAL PRINCIPLES

Sixth formers are role models. It is essential that you always look SMART in school.

As well as the overarching requirement to look smart, this code sets out CRHS's dress code expectations, which you should follow.

### Colours

Our colour palette for items of clothing is **black, grey or navy**. All items should be **plain and only these colours** unless additional colours are stated alongside a specific item.

### Our dress code comprises:

- Smart shirt with school tie/plain tie (any colour), or blouse. The shirt/blouse may be white
- Smart trousers, skirt or dress
- Smart jacket or suit
- Smart shoes, low heels allowed
- Smart thin knitwear may be worn under the jacket

### Further information:

Smart clothing is required. Casual clothing, for example hoodies, t-shirts, lycra, denim, leggings, trainers, chunky jumpers or items with logos, is not allowed.

The appropriateness of hairstyles, hair colour, jewellery and accessories will be considered in terms of health and safety and overall smartness.

The final decision on all dress related matters including whether a student's dress is smart enough rests with the Head of Sixth Form, consulting with the Headteacher as necessary.