

Faringdon Community College

School Uniform Policy September 2023

Approved by:	Phil Bevan	Date: 1 st September 2023
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Last reviewed on:	1 st September 2023
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Next review due by:	1 st September 2024
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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
- 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 and personal 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 Mr Bevan, Headteacher via office@fcc.faringdonlearningtrust.org, 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
- 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 and providing these for children instead

- 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 - Please see appendix A

4.2 Where to purchase it

Second Hand Uniform sales occur regularly throughout the year.

If you need second hand uniform at any point in the year, please contact reception for more information - office@fcc.faringdonlearningtrust.org

Uniform is also available from any local supermarket or high-street retailer (we do not insist on branded logos) or items with the school logo can be purchased from:

PMG 8 Regal Way, Faringdon SN7 7BX - [01895 809321](tel:01895809321)

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 Mr Bevan, Headteacher, 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 Mr Bevan, Headteacher, 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 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 the uniform policy may result in sanctions, in line with the 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 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.

6. Monitoring arrangements

This policy will be reviewed annually by Mr Bevan, Headteacher. At every review, it will be approved by the Local Governing Body.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Anti-bullying policy
- Complaints policy

School Uniform

2023-2024

Wearing a uniform helps children feel part of our school community. It demonstrates a commonality and a respect for the institution within which the children belong. This can only be achieved if the below is adhered to- thank you for your support.

Uniform line-ups

Each morning, we operate uniform line-ups on the tennis courts. The intent of this operation is to create a calm and purposeful start to the day. There are clearly marked areas on the playground that identify where each tutor group lines up. Students must line up in single file, in silence. Students must present in the correct uniform. Tutors must assemble their tutor line, check uniform, take register, and then once complete guide the tutees back to the tutor room.

The below grid outlines the FCC uniform.



FCC uniform checklist



Navy blazer (bearing school crest) (SOPHIST) non-iron



Blue and white striped tie (SOPHIST) non-iron



White shirt (SOPHIST) non-iron (long or short sleeve)



Navy tailored trousers *



Navy knee-length pleated skirt *



FCC mandatory uniform items (below)
White shirt
FCC Tie
FCC Blazer (The FCC jumper can be worn in conjunction with the blazer but is not a replacement for it)
Navy Tailored trousers or Navy Knee length pleated skirt
Plain black footwear (trainers are allowed but the soles have to be black ie no Converse)
School bag
Banned items (below)
No jewellery (A stud in each lobe is permitted) – Jewellery will be logged. Three jewellery logs in a week will lead to an after school detention.
No hoodie - Hoodies will be confiscated by teachers until the end of the school day. Students who refuse to remove and handover their hoodie will be sent to the reflection room.
No leggings – Students wearing leggings before 9.30am will be sent to Hub 2 for loaned school trousers. Students wearing leggings after 9.30am will be sent to the reflection room.

The Halo Code

Faringdon Community College champions the right of staff and pupils to embrace all Afro-hairstyles. We acknowledge that Afro-textured hair is an important part of our Black employees' and pupils racial, ethnic, cultural, and religious identities, and requires specific styling for hair health and maintenance.

We celebrate Afro-textured hair worn in all styles including, but not limited to, afros, locs, twists, braids, cornrows, fades, hair straightened through the application of heat or chemicals, weaves, wigs, headscarves, and wraps.

At Faringdon Community College, we recognise and celebrate our colleagues' and pupils' identities. We are a community built on an ethos of equality and respect where hair texture and style have no bearing on an employee's or pupil's ability to succeed.

1. Race-based hair discrimination is illegal under the Equalities Act 2010. Workplaces such as schools have the right to enforce a dress code as long as it is fair and does not unduly discriminate against any staff and pupils. Policies and practices that prohibit hairstyles which are primarily used to maintain Afro-textured hair can lead to indirect discrimination.
2. The Halo Code focuses on hair textures and styles most commonly associated with the Black community. The term Black has historically been used as a racial and political label. Here, we use it to refer to members of the African diaspora, including those with mixed heritage, who as a result of their ancestry have Afro-textured hair.
3. The Halo Code is a gender neutral policy.
4. In order to embody the spirit of The Halo Code, all staff are encouraged to familiarise themselves with different Afro-textured hairstyles and their cultural significance, and to avoid labelling Afro-textured hair with terms such as messy, unprofessional, or inappropriate.
5. The Halo Code does not prevent workplaces from issuing additional guidance around Afro-texture hair and protective styles if applied consistently across all students and staff, including:
 - That head wraps and scarves should reflect other elements of the uniform code as such, it should be navy blue in colour.
 - That hair be tied up for health and safety reasons, such as during sports, science labs, or to avoid trip hazards.
 - That hair colour is reflective of wider school uniform policy eg: navy blue