



Three Towers

An Alternative Provision Academy

Expanding Horizons

School Uniform Policy 2023 - 2024

Approved: July 2023

Review: July 2024

1. Aims

This policy statement aims to:

- set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents / 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. Statutory requirements

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 learners the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender;
- endeavor to ensure that our uniform costs are equitable for all learners;
- allow all learners to have long hair (though we reserve the right to ask for this to be tied back)
- allow learners to style their hair in the way that is appropriate for school;
- allow learners to request changes to swimwear for religious reasons;
- allow learners to wear headscarves and other religious or cultural symbols;
- allow for reasonable adaptations to our policy on the grounds of equality by asking learners or their parents to get in touch with their child's Head of House, who can answer questions about the policy.

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; and
- provides the best value for money for parents / carers.

We will do this by:

- limiting items with distinctive characteristics to just the school sweatshirt which is low-cost and/or long-lasting;
- avoiding specific requirements for items learners could wear on non-school days, such as coats, bags and shoes;
- avoiding different uniform requirements for extra-curricular activities;

- avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes;
- consulting with parents and learners on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

4. Uniform Requirements

As learners have often been to more than one school we have tried to ensure that our uniform expectations do not require significant additional costs to parents / carers and wherever possible reflect the expectations of the mainstream schools who we work alongside as it is our aim to return our learners to mainstream provision.

Almost all of our uniform can be bought at supermarkets and high street shops. In addition, we have a small stock of second-hand uniform available.

New single registered learners are provided with a school sweatshirt on joining the school. Additional Three Towers sweatshirts can be bought either from us or directly from AC Sports in Pemberton

4.1 All Single Registered Learners must wear:

- Black tailored trousers – No leggings, sports/tracksuit, combat or jeans/jeans type pants. Track suit pants must not be worn underneath school pants;
- Black knee length skirt – skirts more than 5cm above the knee are not acceptable, worn with black tights or black, grey or white knee-length socks.
- Plain white polo shirt – t-shirts worn underneath must not be visible, so stick to plain white;
- Black Three Towers sweatshirt – No hoodies or other sweatshirts;
- Sturdy plain black shoes or plain black trainers – no logos/patterns or colours;
- Sensible, waterproof outdoor coat.

Optional summer uniform - Between the beginning of May and the end of September, learners may wear tailored, knee length, black school shorts as shown in the photos below instead of black school trousers. These are available in store and online from many retailers including Sainsburys, Asda, Tesco, M&S and Amazon. The shorts should be worn with their white polo shirts; white, black or grey socks and plain black full shoes or plain black trainers. **Please be aware cycling or sports shorts are not allowed and learners arriving in these will be sent home to change.**



For PE learners should wear plain black shorts or tracksuit bottoms or black leggings and a white t-shirt with trainers. PE kit can be provided if required.

Outdoor clothing is provided for those learners who have outdoor education on their timetables.

4.1.1 Hair styles must be of a natural colour, of reasonable length (minimum No 2 if shaved and without patterns). Long hair must be kept clear of the eyes at all times for health & safety reasons and must be tied up when doing PE, science, cooking etc.

4.1.2 Jewellery is suggested to be limited to a wrist-watch and a ring. For Health & Safety reasons any other jewellery should be worn under clothes and removed for PE lessons. TTAPA will not accept any responsibility for lost jewellery.

4.1.3 Earrings – a maximum of two small stud earrings per lobe is allowed. Hoops or other earring piercings are not allowed. Earrings must be removed for PE and swimming. Ear stretchers are NOT allowed

4.1.4 Other piercings including facial piercings (nose, lips, eyebrows, tongue etc.) are not allowed. They must be removed for school. No plastic versions or plasters covering such piercings are allowed.

Please note that all piercings have to be removed for school irrespective of when they were done. Therefore, we advise new piercings are done at the start of the school summer holiday so that they are sufficiently healed to be removed once term starts. Absence from school to allow piercings to heal will not be authorised.

4.1.5 Make-up, false lashes and false nails. Make up and false lashes if worn should be subtle. False nails are allowed however for health & safety reasons they must be of a sensible length ie no longer than 5mm past the end of the finger and of a natural colour (French polish or nude colours only)

4.2 Learners who attend part time on an Intervention Place:

Dual registered learners wear their mainstream school uniform on the days they attend Three Towers. Sturdy traditional school shoes and a sensible outdoor coat are required in line with the learners' mainstream school uniform expectations. For PE, learners again should wear what would be expected at their mainstream school.

Please refer to your child's school uniform policy for further guidance.

4.3 Offsite at Vocational or Work Experience Placements:

Learners should follow the dress code stipulated by the alternative provider as they are best placed to ensure that the clothing is appropriate to the activities being undertaken and do not pose a health and safety risk to the learner. If specialist uniform is required, it will be provided for learners e.g. Rigga boots for construction.

4.4 Remote / Blended Learners:

Learners attending remote lessons must be suitably dressed and wear their Three Towers sweatshirt. When attending onsite sessions learners are expected to wear full school uniform.

5. Expectations of our school community

5.1 The Local Governing Committee (LGC) 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 learners;
- offers a uniform that is appropriate, practical and safe for all learners.

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.

5.2 Staff closely monitor learners to make sure they are in correct uniform. They will give any learners and families breaching the uniform policy the opportunity to comply, but will follow up with leadership team if the situation does not improve.

Persistent refusal to meet uniform expectations, including refusal to remove piercings is dealt with under the Behaviour & Relationships Policy. In cases where it is suspected that financial hardship has resulted in a learner not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

5.3 Parents / 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 / carers are also expected to contact the 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 / carers 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 / carers to arrive at a mutually acceptable outcome.

5.4 Learners 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 (those who do not will be required to either change into spare uniform or return home to change and then return);
- at out-of-school events or on trips that are organised by the school, or where they are representing the school (if required).

Learners are also expected to discuss with the Headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

6. Monitoring Arrangements

This policy will be reviewed by the headteacher annually. At every review, the policy will be approved by the local governing committee.

7. Links to other policies

This policy should be read alongside:

- *Behaviour & Relationships Policy*
- *Complaints Policy*
- *SES & Equality Objectives*
- *For dual-registered learners – main school uniform policy*

UNICEF - UNCRC

The UN Convention of the Rights of the Child sets out human rights of every person under 18 and applies to every child without discrimination, whatever their ethnicity, gender, religion, language, abilities or any other status, whatever they think or say, whatever their family background (Article 2). Articles directly relating to this policy are:

2 (Non-discrimination)	28 (Right to education)
12 (Respect the views of the child)	29 (Goals of education)
13 (Freedom of expression)	31 (Leisure, play and culture)
14 (Freedom of thought, belief & religion)	