

THE LION WORKS SCHOOL POLICY



School Uniform Policy

Author of policy and position of responsibility: Justine Collinson, Headteacher	Date policy finalised September 2024
Approved by: Bruno Davis, CEO	Date of approval September 2024
Due to be reviewed: July 2025	Date of review:

Aims

This policy aims to:

- Set out The Lion Works School's uniform expectations
- Clarify which items of uniform are supplied free of charge by the school, and which should be purchased by parents

Legislation

The Department for Education has published non-statutory guidance on uniforms:

- <https://www.gov.uk/government/publications/school-uniform/school-uniforms>.

Human Rights, Equality and Discrimination Considerations

When implementing this policy, we pay due regard to our obligations under the [Human Rights Act 1998](#) and the [Equality Act 2010](#). This is with particular focus on our students who predominantly all share protected characteristics based on their diagnosis of Autism, ADHD or other disability.

The other relevant protected characteristics which we have considered through the development and implementation of our uniform policy are:

- sex
- religion or belief
- race (including colour, nationality, ethnic or national origin)
- disability
- gender reassignment
- pregnancy

The school has also reviewed further guidance for schools for more information: [how to comply with the Equality Act 2010](#) and [Technical guidance for schools](#) from the Equality and Human Rights Commission.

Expectations

We expect our students to wear a school uniform and take pride in their appearance. The school provides uniform and replacements free of charge. Our students are able to be included in our community, whilst being comfortable and still able to express their individuality.

The School Board, along with the culture and ethos of the school all actively promote inclusion, and this value and belief extends to school uniform too.

Our school uniform is designed to be comfortable, takes into account individual sensory needs and is available free of charge to all our students so that everyone feels like they belong in the school, but so that no one is discriminated against due to their socio-economic status.

Our uniform colour choice is black. The following uniform is available free of charge to all students and is depicted in Appendix 1:

- Beanie Hat
- Sweatshirt
- Polo Shirt
- PE T-Shirt

We then ask and expect our students to wear black trousers, black tracksuit trousers, black skirts (of a modest knee length) or black shorts/skorts of their choice with our only stipulation being that they are black and with the minimal of logos.

Black trainers or black shoes are expected to be worn with the same proviso.

Religion or Beliefs

As a school, we recognise that some religions and beliefs require a particular dress code. This may include wearing or carrying specific religious artefacts, not cutting their hair, dressing modestly, or covering their head.

We will enable our students to adhere to their beliefs and promote their right to manifest a religion or belief. However, if the school feels that in order to promote cohesion and good order in the school, or genuine health and safety or security considerations, the restriction of an individual's rights to manifest their religion or belief may on occasions be justified. This will always be accompanied by a strong rationale and considered on an individual basis.

Any individual requests to accommodate religious, race or cultural differences will always be met reasonably through consultation and dialogue and agreed by the School Board. The School Board will always consider reasonable adjustments to ensure it does not discriminate any students.

Complaints and Challenges to School Uniform Policy

If there are any complaints about school uniform, these will be dealt with through the school's complaints policy.

Student Non-Compliance

All schools are expected to deal with student non-compliance in a proportionate and fair way. Guidance on behaviour and discipline in schools is available in our behaviour policy. The school operates with a positive behaviour support and solution focused approach which always aim to reach agreement and a shared way forward. If a student comes to school in unexpected uniform, this will always be challenged a range of routes will be considered based on the reason given. This may involve a phone call home, a request to conform to uniform expectations the next day, a temporary or permanent exception based on individual circumstances and agreed by the School Board or time in isolation with SLT.

Links to other Policies:

- Positive Behaviour Support Policy
- Complaints Policy
- Home School Agreement

Appendix 1: Uniform items available through the school



Head

Optional Beanie hat (can be worn at anytime)



School Jumper



Sports t-shirt

This is a breathable material and has an enormous "PE" printed on the back.



Tracksuit trousers/shorts/skorts

Only one at a time, not all three at once!



Black trainers and Walking boots

Please bring both pairs, this is not essential in dry warm weather but it is through winter.

Please keep visible logos to a minimum whenever possible

Appendix 1: Uniform items available through the school – cont'd



School Jumper



School Polo Shirt



Skirt or trousers or shorts

*Trousers - chino or school type material.
Skirt - of modest length, c. knee length.*



Black school shoes