

IWYS Alternative Education Provision Uniform Policy



CREATIVE Education Provision

Approved by: Charmaine Baines **Date:** 03/01/2023

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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 IWYS ALTERNATIVE PROVISION 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 age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, our IWYS ALTERNATIVE PROVISION 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
- › Make sure that our uniform costs the same for all pupils
- › 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 a way that is appropriate for IWYS ALTERNATIVE PROVISION and makes them feel most comfortable
- › Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- › Allow pupils to wear headscarves and/or other religious garments
- › Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- › Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with **Charmaine Baines (Proprietor)** email: charmaine@iwys.co.uk Tel: 07341 214173 who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

3. Limiting the cost of IWYS ALTERNATIVE PROVISION uniform

IWYS ALTERNATIVE PROVISION 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 IWYS ALTERNATIVE PROVISION uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have to have a IWYS ALTERNATIVE PROVISION 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:

- › Free for all new student
- › Is available at a reasonable cost for a replacement uniform
- › 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.
- › Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as hooded jackets and polo shirts.
- › 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-IWYS ALTERNATIVE PROVISION days, such as coats, bags and shoes
- › Keeping the number of optional branded items to a minimum, so that the our uniform can act as a social leveller
- › Avoiding different uniform requirements for different year/class/house groups
- › 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 pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

4. Expectations for IWYS ALTERNATIVE PROVISION uniform

4.1 Our Provision's uniform

- › All students will be given an IWYS hooded jacket and polo shirt on induction.
- › Non branded jackets and polo shirts will be accepted for lost or damaged uniforms.
- › Clothing displaying the glorification of drugs or alcohol, racist, violent and homophobic abuse will not be tolerated under any circumstances and may lead to exclusion for our provision.
- › Revealing clothing such as low cut, see through and revealing tops will not be allowed. Students will have to change into IWYS uniform if available or parent/carer will have to bring an alternative.
- › Ripped Jeans are not permitted.
- › Clothing showing mid-riffs is not allowed.

- › Modest Jewelry is allowed. In line with the Health & Safety of students, excessive jewelry will not be allowed unless under exceptional circumstances.
- › Flat shoes and trainers are permitted. High heeled shoes will not be permitted.

4.2 Where to purchase it

- › IWYS logo uniforms can be purchased directly for IWYS. Please speak with our **business manager Jordan Baines – Tel: 07901 291191 or email jordan.baines@iwys.co.uk** Second hand uniforms are also available if a replacement is needed.

5. Expectations for our IWYS ALTERNATIVE PROVISION community

5.1 Pupils

Pupils are expected to wear the correct uniform at all times (other than specified non-IWYS ALTERNATIVE PROVISION uniform days) while:

- › On the IWYS ALTERNATIVE PROVISION premises
- › Travelling to and from IWYS ALTERNATIVE PROVISION
- › At out-of-IWYS ALTERNATIVE PROVISION events or on trips that are organised by the school, or where they are representing the IWYS ALTERNATIVE PROVISION(if required)

Pupils are also expected to contact **Charmaine Baines (Proprietor) email – charmaine@iwys.co.uk Tel: 07341 214173** 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 that every item is:

- › Clean
- › Clearly labelled with the child's name
- › In good condition

Parents are also expected to contact **Charmaine Baines (Proprietor) email – charmaine@iwys.co.uk Tel: 07341 214173** or **business manager Jordan Baines – Tel: 07901 291191 or email jordan.baines@iwys.co.uk** 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 IWYS ALTERNATIVE PROVISION uniform in a timely and reasonable manner.

Disputes about the cost of the IWYS ALTERNATIVE PROVISION uniform will be:

- › Resolved locally
- › Dealt with in accordance with our complaints policy

The IWYS ALTERNATIVE PROVISION 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 proprietor if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by review of the student's placement at IWYS Alternative Provision [IWYS-Behaviour-Policy.pdf](#)

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.

6. Monitoring arrangements

This policy will be reviewed every 2 years. At every review, it will be approved by Charmaine Baines (Proprietor). Email – Charmaine@iwys.co.uk

7. Links to other policies

This policy is linked to our:

- › Behaviour policy - [IWYS-Behaviour-Policy.pdf](#)
- › Equality information and objectives statement - [IWYS-Equality-Diversity-and-Inclusion-Policy-1.pdf](#)
- › Anti-bullying policy - [IWYS-Anti-Bullying-Policy.pdf](#)
- › Complaints policy - [IWYS-Complaints-Policy.pdf](#)