



UNIFORM POLICY

Version History:

Revised: October 2024

Ratified by Trustees: October 2024

WYVERN UNIFORM POLICY

1. Aims

This policy aims to:

1. Set out the college's approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers.
2. Explain how the college will avoid discrimination in line with its legal duties under the Equality Act 2010.
3. Clarify the college's expectations for college uniform.

2. The College'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, the college will:

1. Avoid listing uniform items based on sex, to give all students the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender. For example, all students can choose to wear either a skirt or trousers.
2. Make sure that our uniform costs the same for all students.
3. Allow all students to have short or long hair (though we reserve the right to ask for this to be tied back).
4. Allow all students to style their hair in the way that is appropriate for college yet makes them feel most comfortable.
5. Adopt the HALO code: "we acknowledge that Afro-textured hair is an important part of our Black students' 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. We celebrate the wearing of headscarves, and wraps". Please note that accessories needed to hold hair in place for these styles must be of a neutral colour: gold, silver or a plain dark colour.
6. Support the wearing of head coverings such as turbans, kippahs and hijabs for religious reasons in plain dark colours or white.
7. Recognise and respect that students may well wish to wear jewellery for religious reasons. We are keen to support students in observing their chosen religious practice. If you would like your child to wear jewellery for religious reasons, please contact your child's Pastoral Leader to discuss what is permitted.
8. Recognize that some students may have sensory sensitivities or other needs related to neurodiversity that can affect their comfort with certain uniform items. Parents should discuss these needs with pastoral staff.

Requests for adaptations

9. We will consider grounds for adaptations to our policy on the grounds of equality by asking students or their parents to write to their Pastoral Leader, who can answer questions about the policy and respond to any requests.
10. In considering your request, we will weigh up your wish for your child to express their religious or cultural beliefs by wearing an item of jewellery or clothing against health and safety policy and our behaviour management policy.
11. We are keen to avoid parents complaining that other children are being allowed to wear items that their child is being sanctioned for wearing. It is important to maintain student and parental support for our policies and trust in our implementation of these.

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12. In balancing these considerations, we will, where necessary, seek the guidance of organisations that are recognised as experts in the relevant area or culture and where necessary, we will seek legal advice around compliance to the Equalities Act.

3. Limiting the Cost of College Uniform

Our college 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 college uniform. As a result, the college offers two suppliers for the branded items starting from September 2025.

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

- Carefully considering whether any items with distinctive characteristics are necessary.
- Limiting any items with distinctive characteristics where possible. For example, students can choose to wear either a college jumper or a blazer, rather than having to wear both or having to wear the more expensive blazer.
- Limiting items with distinctive characteristics to low-cost or long-lasting items.
- Avoiding specific requirements for items students could wear on non-college days, such as coats, bags and shoes.
- Keeping the number of optional branded items to a minimum, so that the college's 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 students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

4. Expectations for college uniform

The intention of this Uniform Policy is to encourage a sense of identity with, and pride in, the college and avoid any element of competitiveness between students in the matter of college dress as such issues could lead to bullying and feelings of inadequacy. By having a strict uniform policy, the college seeks to remove the divisions which dress can often reinforce in society between advantaged and disadvantaged students and the peer pressure to conform to a narrow view of fashion as defined by a small group of students.

For details of the general uniform and appearance expectations for all years and where to purchase items – [please go to Appendix A](#)

For details of the uniform and appearance expectations for Physical Education and where to purchase items – [please go to Appendix B](#)

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Secondhand uniform is available to identified families throughout the year.

Student Premium grant funding is used to support specific students with their uniform requirements either through the direct purchase of new uniform, supply of vouchers for the uniform outlet (help for branded items) and the offer of second-hand uniform from College supplies.

We are able to supply second hand uniform free of charge, subject to availability, if required. Stock is donated by parents and is of good quality.

Please contact Reception for further details. enquiries@wyvern.hants.sch.uk However, if you wish to make a small monetary donation this will go towards 'Friends of Wyvern' to support our fundraising projects <https://www.pta-events.co.uk/friendsofwyvern/>

If you wish to donate, please leave your items with reception; all donations are gratefully received.

4.1 Expectations of Students

Students are expected to wear the correct uniform at all times (other than specified non-college uniform days) while:

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

Students are also expected to write to their Pastoral Leader if they want to request an amendment to the uniform policy in relation to their protected characteristics.

4.2 Expectations of 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 their child's Pastoral Leader if they want to request an amendment to the uniform policy in relation to their child's protected characteristics.

Parents are expected to lodge any complaints or objections relating to the college uniform in a timely and reasonable manner.

Disputes about the cost of the college uniform will be dealt with in accordance with the college's complaints' policy.

4.3 Confiscation of Items

If your child wears excessive jewellery or brings valuables (such as iPad) into college the items will be confiscated. Confiscated items will not be returned to students until the end of the half term in which they were confiscated. Please ensure your child does not wear excessive jewellery or bring valuables to college.

4.4. Expectations of Staff

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Staff will closely monitor students to make sure they are in correct uniform. They will use the college's POW record in students' logbooks to record breaches and these will be monitored and followed up by tutors, with sanctions issued for repeated and/or deliberate breaches of the policy.

In cases where it is suspected that financial hardship has resulted in a student not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

4.5 Trustees (Governors)

The governing board will review this policy and make sure that it:

- Is appropriate for our college's context.
- Is implemented fairly across the college.
- Offers a uniform that is appropriate, practical and safe for all students.

The board will also make sure that the college's uniform suppliers arrangements give the highest priority to cost, value for money and sustainability, for example by avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

5. Monitoring arrangements

This policy will be reviewed every 3 years by the Head teacher and Trustee Board. At every review, it will be approved by the Full Trustee Board.

6. Links to other policies

This policy is linked to the college:

Behaviour policy

- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy

APPENDIX A: GENERAL UNIFORM AND APPEARANCE REQUIREMENTS

Item	Requirements <i>Please note that some items are differences between years</i>	Supplier
General Uniform		
Blazer	Navy with gold Wyvern logo – students must wear blazer and/OR jumper	Skoolkit & KoolSkools
Jumper	Navy with gold Wyvern logo – students must wear blazer and/OR jumper	Skoolkit & KoolSkools
Shirts	White – short or long sleeved - compulsory and to be always tucked in to trousers or skirt	Any retailer
Skirt	SSK308 Grey blue tartan - must be at least knee length. All students must wear either trousers or skirt.	Skoolkit & KoolSkools
Trousers	Plain mid/dark grey formal tailored trousers which cover the ankle. Jersey fabric is not permitted. Trousers should be waist high with no visibility of undergarments at the waist.	Any retailer
Ties	All students to wear - Can be full tie or clip on <i>Year 7, 8 & 9: Navy/Gold stripe</i> <i>Year 10 & 11 Navy/Gold stripe but prefects to purchase appropriate tie.</i>	Both types - Skoolkit & KoolSkools Full ties - Wyvern Finance office
Accessories		
Shoes	Plain black sensible shoes. No trainers or “trainer type”, boots, toe caps, backless shoes, sandals, platforms, canvas or “plimssole type” or creeper. Shoes must not have any logos or labels such as “Nike” or “Vans”.	Any retailer
Socks	Plain navy, black or white socks. No white socks to be worn over tights.	Any retailer
Tights	Navy, black or skin-coloured tights. No white socks to be worn over tights. No leggings to be worn.	Any retailer
Bags	Should be fit for purpose and be able to comfortably fit an A4 exercise book and other equipment needed daily.	Any retailer
Belts	Back functional belt.	Any retailer

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Coats	Sensible warm waterproof coats. Excessive logos are not allowed, nor are coats made from denim, real or simulated leather, real or simulated fur.	Any retailer
Hoodies	Any hooded top (whether it is with a zip/fastener front or pullover style), is not permitted to be worn.	N/A
Appearance		
Hair	<p>Modest in style and colour. No two-tone hair/extensions. No extreme hairstyles. If you are unsure, please check with your child's Tutor prior to your visit to the Hairdresser.</p> <p>We acknowledge that afro-textured hair is an important part of our black students' 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.</p>	N/A
Head coverings	We support the wearing of head coverings for religious reasons in plain dark uniform colours or white.	N/A
Jewellery	<ul style="list-style-type: none"> • 1 x watch. • 1 x plain ring. • 1 x plain stud in each lower ear lobe. <p>Nose studs, retainers or body piercings are not allowed. The taping of piercings is not permitted.</p> <p>Please note excessive items of jewellery WILL be confiscated.</p> <p>like your child to wear jewellery for religious reasons, please contact your child's Pastoral Leader to discuss what is permitted.</p>	
Make up	<p>Year 7, 8 & 9: Make up is not permitted</p> <p>Years 10 & 11: Discreet make up can be worn.</p> <p>All years: False eye lashes are not to be worn.</p>	N/A
Nail Varnish	Coloured nail varnish or false nails of any kind are not permitted.	N/A
Protective clothing		

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Apron	Students are required to wear protective clothing in Design and Technology workshops. Any clean, serviceable apron is acceptable. The Finance Office holds a small stock of aprons at a reasonable cost.	Wyvern Finance Office or any retailer.
Mouth protectors	Mouth protectors are encouraged for rugby and hockey and are available to purchase from the Finance Office	Wyvern Finance Office or any retailer.

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APPENDIX B: UNIFORM REQUIREMENTS FOR PHYSICAL EDUCATION

PE Compulsory Items																	
PE Shirt	Navy/gold Wyvern PE shirt	Skoolkit & KoolSkools															
PE Shorts	Navy PE shorts	Any retailer but also available from Skoolkit & KoolSkools															
Socks	White socks or white trainer slippers or knee-high navy socks																
Trainers	<p>Astro-turf trainers or moulded studded football boots MUST be worn on the All-Weather Pitch (AWP). Ordinary trainers, metal studs or blades are NOT PERMITTED as they will damage the surface of the AWP. Students DO NOT need two pairs of trainers for PE as astro-turf trainers are permitted in the gym and sports hall and for other outdoor PE activities.</p> <table border="1" style="margin: 10px auto; text-align: center;"> <thead> <tr> <th style="font-size: small;">ASTROS</th> <th style="font-size: small;">MOULDED STUDS</th> <th style="font-size: small;">TRAINERS</th> <th style="font-size: small;">METAL STUDS</th> <th style="font-size: small;">BLADES</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>✓</td> <td>✓</td> <td>✗</td> <td>✗</td> <td>✗</td> </tr> </tbody> </table> <p>All students will need to purchase astro-turf trainers or moulded studded football boots for use on the new All Weather Pitch (AWP) see above note.</p> <p>Football remains a common core activity for all year groups and both genders. If you have football boots with plastic moulded studs, please bring them along. If you don't have these, astro turf trainers will suffice.</p> <p>Canvas plimsolls are not acceptable footwear for PE lessons.</p>	ASTROS	MOULDED STUDS	TRAINERS	METAL STUDS	BLADES						✓	✓	✗	✗	✗	Any retailer
ASTROS	MOULDED STUDS	TRAINERS	METAL STUDS	BLADES													
																	
✓	✓	✗	✗	✗													

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Dance Kit (GCSE)	<ul style="list-style-type: none"> Navy/gold Wyvern PE shirt (as above) Plain navy leggings 	Skoolkit or Koolskools
PE Optional Items		
Socks	Navy socks	Any retailer but can be brought from Skoolkit or Koolskools
Rugby shirt	Navy/gold rugby shirt	Only available from Skoolkit or Koolskools
Navy Leggings	Plain navy	Any retailer but can be brought from Skoolkit or Koolskools
Tracksuit	Plain navy tracksuit trousers	Any retailer
Sweatshirt	Plain Navy sweatshirt (preferred)	Any retailer
Base Layers	Base layers – the wearing of base layers during PE lessons is permissible, but all base layers MUST be covered by appropriate PE kit and should not be visible.	Any retailer
Appearance adjustments for PE lessons		
Hair	Long hair must be tied back at the beginning of the lesson. Students should supply their own elastic ties.	N/A
Head coverings	Can be worn but should be secured so as not to fall off during the lessons.	N/A
Jewellery	<ul style="list-style-type: none"> All jewellery should be removed before a lesson. Piercings must all be removed. The covering of piercings with tape remains unsafe practice. It is recommended that all piercings take place in the summer holidays to permit adequate healing times. Students unable to remove piercings will not be permitted to take part in PE <u>PE do not accept any responsibility for the collection of valuables and jewellery.</u> All items should remain in student bags and blazers and left in the changing rooms which remain locked for the duration of the lesson. 	N/A

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Additional important notes regarding PE sessions.		
Participations	<ul style="list-style-type: none"> • It is the responsibility of every student/parent to ensure that PE kit is brought into every lesson otherwise detentions will be issued. Kit left in a locker is not a valid excuse and will result in a PE sanction. • A note in the log book, or if confidential, a letter from parents will be required to excuse students from active participation in the lessons. For prolonged injury or illness, i.e., after two weeks, a note from the doctor/physiotherapist or a medical certificate must be produced. • Excuse notes must be presented at the start of PE lessons. Post-dated excuse notes will not be accepted. • Non-participants should still change into suitable PE footwear as they will be asked to assist in lessons as a coach, official organiser or choreographer. 	N/A
Showering and Personal Hygiene	<ul style="list-style-type: none"> • Showers are available for student use, although showering is not compulsory. • Students are encouraged to use deodorants or anti-perspirants in stick, roll-on or gel form. Aerosols of any description are not permitted. • Students are actively encouraged to bring mouth protectors and leg protectors for hockey, rugby and football although this is not compulsory. Students should take with them to every PE lesson their asthma inhalers (if needed) and any other medication as necessary. If students are unsure, please consult the Welfare Officer. 	N/A

