



THOMAS ESTLEY COMMUNITY COLLEGE

College Uniform Policy 2018

Reviewed by	Summary of changes	Date
Cathy Cornelius		March 2018

Outlined below is the uniform for all students of the College. The Governing Body and staff expect all parents and students to support and maintain the uniform.

Girls

Navy Jacket (logo and braid around collar)
Mid Grey Pleated Skirt*
Mid Grey Trousers*
V Neck Grey Jumper with Navy Stripe (Optional)
Grey Cardigan with Navy Stripe (Optional)
White Cotton School Shirt*
College Tie
Black Leather Shoes (no black canvas or black trainers)



Boys

Navy Jacket (logo and braid around collar)
Mid Grey Trousers*
V Neck Grey Jumper with Navy Stripe (Optional)
White Cotton School Shirt*
College Tie
Black Leather Shoes (no black canvas or black trainers)

*** These items can be purchased from retailers of your choice provided they match the Uniform requirements**

The College Governing Body feels that the uniform will not cause concerns with health and safety. It is easy to obtain and wear. They are aware also of the price of clothing, the costs are likely to be reasonable.

Parents are reminded that the College Governing Body and Principal retain the right to insist that students attend College appropriately and sensibly dressed. They reserve the right to exclude students from activities where dress is considered unsuitable for health and safety reasons. Unsuitable dress includes, e.g.:

- Shorts, leggings, trousers which are not in line with the Uniform Policy, short skirts and crop tops
- Unprotected footwear in Design and Science lessons
- Earrings and other jewellery which could be caught and pulled in Physical Education lessons
- Platform shoes or high heel shoes are dangerous on floors and steps
- Wide, studded belts of any colour

HEALTH AND SAFETY DRESS REQUIREMENTS FOR ART, DESIGN & TECHNOLOGY AND SCIENCE

Strong footwear is essential in the food or ADT areas as hot food, heavy or sharp tools or materials can cause injury.

For reasons of hygiene and safety, aprons must be worn for work in the Ceramics, Food and 3D area. All students are expected to wear an appropriate apron during these lessons.

Many fashionable clothing items are manufactured using highly flammable materials. We bring this to the attention of parents as such items present a potential danger in Science practical lessons.

Jewellery must be small and discrete. Long items that 'hang' and 'swing' can become a hazard when working in a Design and Technology area.

Hair should be tied back safely out of the way.

All parents are asked to read and reinforce to students the health and safety requirements. A copy of these is provided each year.

PHYSICAL EDUCATION KIT

Parents are requested to provide the following kit for Physical Education and Games:

BOYS

Navy Blue Rugby Shirt/ Navy Blue T-shirt
Black/Navy Blue Shorts

Black Football Socks

Black/Navy Blue Tracksuit Bottoms Outdoors

(Optional)
Football Boots when on grass

Clean Trainers Indoors

GIRLS

Navy Blue Rugby Shirt/Navy Blue T-Shirt
Black/Navy Blue Shorts

Black Football Socks

Black/Navy Blue Tracksuit Bottoms Outdoors

(Optional)
Football Boots when on grass

Clean Trainers Indoors

If your child already has a College Sweatshirt the PE department has agreed that this can be worn during PE lessons as an extra layer on cold days.

Equality Monitoring

Thomas Estley Community College's commitment to equality and diversity means that this policy, via an Equality Impact Assessment, has been screened in relation to the use of gender-neutral language, recognition of the needs of disabled people, promotion of the positive duty in relation to race, age, disability and avoidance of stereotypes.

Based on the Equality Impact Assessment findings, this policy is judged to be of low impact against the equality strands of Race, Gender, Religion, Disability Sexual Orientation and Age. A copy of the Equality Impact Assessment of this policy is available from the Principal's PA.

This Policy is available in alternative formats on request. If you think we can improve the fairness of this Policy, please contact the individual who has responsibility for its update.

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Initial Equality Impact Assessment

Name/s of policy, procedure, or practice:	College Uniform
Date of impact assessment:	10/04/2018
Is this a proposed or existing policy, procedure or practice?	Existingt
Is this model LA policy, procedure or practice for local adoption?	Yes / In Part / No / Don't Know
What are the overall aim/s or purpose of the policy, procedure or practice?	To promote a sense of ownership of the college
Who is intended to benefit from the policy, procedure or practice?	Students / parents

Equality Strand	Does the policy/ procedure/provision (including access to facilities) or proposed plan have an adverse or positive impact on people from these key equality groups?	If adverse impact, are there any changes or reasonable adjustments which could be made to the policy/procedure/ provision or proposals which would minimise any adverse impact identified? Please describe.	Areas for review/actions taken (with timescales and name of person responsible)
Race	No		
Gender	No		
Religion/Belief	No		
Disability	No		
Sexual Orientation	No		
Age	No		
Social Inclusion	No		
Community Cohesion	No		

Based on the impact assessment findings, and the reasonable adjustments in place, this policy is judged to be of **high/medium/low** impact against the above equality strands. (Delete as appropriate).

Initial Assessment undertaken by:(Signed)

Copies circulated to P Bates for impact assessment file to include any actions in appropriate plans.

If high or medium judgement made, the monitoring sub-committee must consult appropriate equality group to gather appropriate monitoring data/consult on redrafting/consult on additional appropriate reasonable adjustments.