

**HOLLAND PARK SCHOOL: 2010 – 2011****PRINCIPLES****We are committed to:**

- Ensuring that the school's uniform and Sixth Form dress code does not discriminate unlawfully on the grounds of gender, disability, culture, race, sexual orientation, religion or belief by accommodating these needs within our policy.

**We aim to:**

- Ensure that the school pays proper regard to its equal opportunities responsibilities under the Sex Discrimination Act 1975, the Human Rights Act 1998 and the Race Relations Act 1976.
- Ensure that the school assesses the impact of its uniform with regard to the requirements outlined in the Race Relations Amendment Act. This ensures that the school is sensitive to the needs of different cultures, races and religions and that the school will continue to accommodate those needs, for example in continuing to allow Muslim girls and Sikh boys to wear traditional/appropriate headdress.
- Ensure that our policy does not discriminate on the grounds of gender by, for example, allowing girls to wear trousers.
- Provide parents, students and staff with written guidance on uniform.
- Provide a uniform which is comfortable, durable and cost-effective.
- Ensure that the clothes, footwear or jewellery students wear to school do not present a health and safety risk.
- Ensure our uniform is recognized in the local community and is worn in a manner that reflects the school's ethos and expectations.
- Ensure that personal appearance is a holistic part of our overall uniform policy.
- Ensure that the cost of uniform does not discourage parents on low income from applying for a place at the school.

**This policy is overseen by:**

David Chappell

Associate Head

## 1. GUIDANCE ON UNIFORM.

- 1.1 Prospective parents are informed about the uniform via the school's prospectus and website. The Royal Borough's Transfer booklet also provides information.
- 1.2 All new parents/students joining the school are asked to sign our Home/School Agreement in relation to uniform and purchase in advance of September admission.
- 1.3 The school's suppliers, Stevensons, open a weekly shop on site to ensure uniform is regularly available to parents.
- 1.4 The school has guidance, to students and parents/carers, communicated through the Student Planner on inappropriate dress in school and around the school site. This includes guidance on, hoods and hats, facial and bodily piercings.
- 1.5 Students are forbidden to wear items of clothing or adornment which could be described as *dangerous*. For example, steel-capped boots, heavily chained belts, sharp bracelets etc. are not permitted. It is for teachers and Leaders to apply their judgement *reasonably* in defining '*dangerous*' in these contexts, and in acting upon those judgements in the best interests of other students' *health and safety*. The school's judgement is final.
- 1.6 Hair must not compromise health and safety or cause offence. For example students with long hair will be required to tie this back securely during practical lessons. It is essential to consider impressions in the community. For example, highly coloured hair is discouraged as are patternations in cutting. Individual students will be spoken to with sensitivity, to ensure understanding and where necessary, parents involved.
- 1.7 Uniform for female students:
  - 1.7.1 The Holland Park suit with either trousers or a skirt.
  - 1.7.2 On special request the Holland Park suit is available with a floor length skirt.
  - 1.7.3 The Holland Park blouse.
  - 1.7.4 Black shoes, tights and socks (socks should be ankle length; tights should be plain and not patterned).
  - 1.7.5 Headscarves should be black or white.
- 1.8 Uniform for male students:

- 1.8.1 The Holland Park suit.
- 1.8.2 The Holland Park shirt.
- 1.8.3 The Holland Park tie.
- 1.8.4 Black shoes and socks.

## **2. PHYSICAL EDUCATION/DANCE**

Students are required to wear a PE uniform. The PE uniform is practical, comfortable and appropriate to the activities taught in the subject area. The PE staff adhere to the principles of gender, race and religion to ensure students are not discriminated against.

## **3. SIXTH FORM DRESS CODE**

We expect our Sixth Formers to dress professionally and in a way that reflects that of the teaching staff; suits, jackets, shirts, ties, shoes. The Sixth Form are considered part of the adult community and their dress should reflect this. Students sign a contract when they apply to join the Sixth Form stipulating that they will adhere to this dress code.

## **4. APPEARANCE**

Wearing the uniform 'per se' is not enough. Students are expected to look 'smart' and take a pride in their appearance. The school will challenge students who 'modify' or wear items of clothing in a way other than that intended. For example; boys' trousers are to be worn around the waist; the bottom of trousers should be hemmed to the correct length and not ripped; boys' shirts are to be inside their trousers; girls' skirts should not be shortened to 'mini'.

## **5. MEDICAL**

The school, in discuss with the parent, will seek to vary the uniform policy for an individual in the case of temporary or permanent medical conditions.

## **6. HOME TO SCHOOL TRAVEL**

Parents are asked to consider carefully, particularly during the winter months, the benefits of reflective clothing to ensure students can be seen easily by drivers. The school is currently considering the introduction of an 'optional' outdoor coat.