Uniform Compliance and Escalation Policy

Purpose

The school recognises that a high standard of uniform promotes a sense of pride, belonging and professionalism. This policy ensures that uniform expectations are applied fairly, consistently and proportionately, while taking account of individual circumstances and safeguarding considerations.

Principles

The school will:

- Apply uniform expectations consistently across all year groups.
- Ensure pupils are treated with dignity and respect.
- Consider individual circumstances before applying sanctions.
- Work collaboratively with parents/carers to resolve ongoing concerns.
- Use a graduated approach to addressing uniform issues.

Uniform Escalation Process

Stage 1: Initial Reminder

Where a pupil arrives at school with an incorrect or incomplete uniform item:

- A member of staff will speak to the pupil discreetly.
- The reason for the non-compliance will be established.
- Where possible, a replacement item will be provided by the school.
- Green card given to pupil
- The incident will be recorded.

Stage 2: First Notification

If the issue is repeated:

- The pupil will receive a formal reminder.
- Parents/carers will be informed.
- Support will be offered where barriers to compliance exist.

Stage 3: Second notification and off the yard break and lunch

- The pupil will receive a formal reminder.
- Parents/carers will be informed.
- Support will be offered where barriers to compliance exist.

Stage 4: Formal Monitoring

Where there is continued non-compliance without an agreed reason:

- The pupil may be placed on a short-term monitoring report.
- A formal meeting with parents/carers may be arranged.
- Expectations and timescales for improvement will be clearly communicated.
- After school detention set

Stage 5: Senior Leadership Review

Persistent non-compliance following previous interventions will be referred to Head of Key Stage 3 or 4.

- A review of all previous actions and support provided will be undertaken.
- Further proportionate consequences may be applied in accordance with the school's Behaviour Policy.(IR)
- Decisions will be evidence-based and consider the individual circumstances of the pupil.

Exceptional Circumstances

The school acknowledges that temporary breaches of uniform expectations may occur due to:

- Financial hardship.
- Medical needs.
- Religious or cultural requirements.
- Family emergencies.
- Delays in obtaining uniform items.

In such circumstances, pupils will be supported and reasonable adjustments made where appropriate.

Roles and Responsibilities

Pupils

- Wear the correct school uniform each day.
- Raise any concerns regarding uniform requirements with staff.

Parents/Carers

- Support the school's uniform expectations.
- Inform the school promptly of any difficulties affecting compliance.

Staff

- Apply the policy consistently and fairly.

- Record concerns appropriately.
- Seek to understand the reasons for non-compliance before escalating matters.

Senior Leaders

- Monitor the implementation of the policy.
- Ensure consistency across the school.
- Review any disputes or complaints relating to uniform enforcement.