

WEST CUMBRIA LEARNING CENTRE	
UNIFORM POLICY	ISSUE 4 DATE September 2025

RECORD OF ISSUE			
ISSUE	DATE	NEXT REVIEW DATE	SUMMARY
1	September 2022	September 2024	Issue 1
2	September 2024	September 2026	Reviewed – No changes
3	April 2025	September 2026	Inclusion of White T-Shirt and Jogging Pants to ensure policy limits additional costs to families / Removal of prohibition of false eye-lashes
4	September 2025	September 2026	Reviewed – No changes

DOCUMENT CONTROL			
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	NAME	SIGNATURE	DATE
HEAD TEACHER	D Gee		01/09/25
CHAIR OF MANAGEMENT COMMITTEE	M Priestley		01/809/25

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1. Aims

This policy aims to:

- Set out our approach to requiring a pupil 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 school 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 sex, race, religion or belief, and gender reassignment.

To avoid discrimination, our school 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 the way that is appropriate for school yet makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the Head Teacher, who can answer questions about the policy and respond to any requests

3. Limiting the cost of school uniform

Our school 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 school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have to have a school 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
- 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 or long-lasting items
- Considering cheaper alternatives to school-branded items
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler
- 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 school uniform

4.1 Pupil Referral Unit / Alternative Provision and SEMH Provision pupil uniform

Uniform

Dual-registered pupils may wear the uniform of their mainstream school. The following expectations apply to all other pupils:-

- Dress trousers / Cargo pants / Jogging pants / Mid-thigh length, loose-fitting shorts / Knee-length skirt (Black, Navy Blue, or Grey)
- White polo shirt / t-shirt
- Black school sweatshirt with WCLC logo
- Black shoes / trainers

PE / Outdoor Learning Kit

- Casual sportswear (logos must not be offensive)

Additional specialist outdoor learning kit will be provided by WCLC e.g. waterproof / walking boots

Swimming Kit

- Modest swimwear (logos must not be offensive)

Jewellery / Piercings

- Small stud earrings may be worn
- A small nose-stud may be worn
- Other items of jewellery are not permitted

Pupils will be asked to remove, or cover-over earrings / nose-studs during PE / Outdoor Learning lessons

Hairstyles

- Hair should be a natural colour

Make-up

- Make-up should be neutral

Nails

- Nails should not exceed 1.5cm in length, as measured from the cuticle. Any colours should be neutral.
- Acrylic nails are not permitted

4.2 Hospital and Home Tuition Service pupil uniform

Uniform

- There are no specific uniform clothing requirements, but pupils must dress modestly and logos on clothing must not be offensive

Jewellery / Piercings

- Small stud earrings may be worn
- A small nose-stud may be worn
- Other items of jewellery are not permitted

Hairstyles

- Hair should be a natural colour

Make-up

- Make-up should be neutral

Nails

- Nails should not exceed 1.5cm in length, as measured from the cuticle. Any colours should be neutral.
- Acrylic nails are not permitted.

4.3 Where to purchase pupil uniform

Add details including:

- Parents and carers can obtain pupil uniform from a wide variety of high-street retailers
- 1 x black school sweatshirt and 2 x white polos shirts will be provided by the school upon entry. Additional sweatshirts can be purchased directly from the school at a cost of £10 each.
- Pre-loved sweatshirts / polo shirts are available through the school.

5. Expectations for our school community

5.1 Pupils

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

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

Pupils are also expected to speak with the Centre Manager 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 PE kit, and that every item is:

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

Parents are also expected to contact the Centre Manager on 01946 834848 / 690355 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 school uniform in a timely and reasonable manner.

Disputes about the cost of the school uniform will be:

- Resolved locally
- Dealt with in accordance with our school's complaints policy

The school 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 headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be managed through the school's behaviour policy.

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

5.4 Management Committee

The Management Committee will review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the school
- Takes into account the views of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The Management Committee will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money.

6. Monitoring arrangements

This policy will be reviewed biennially.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality policy
- Complaints policy