

# The Cornwall Independent School

## Uniform Policy

*This policy, which applies to the whole school, including the Early Years Foundation Stage (EYFS), is publicly available on the school website and upon request a copy (which can be made available in large print or other accessible format if required) may be obtained from the School Office.*

**Scope:** All who work, volunteer or supply services to our school have an equal responsibility to understand and implement this policy and its procedures both within and outside of normal school hours, including activities away from school.

**Legal Status:** Complies with The Education (Independent School Standards) (England) Regulations currently in force.

**Monitoring and Review:** These arrangements are subject to continuous monitoring, refinement, and audit by the Headteacher. The Advisory Board will undertake a full annual review of this document, inclusive of its implementation and the efficiency with which the related duties have been implemented. This review will be formally documented in writing. Any deficiencies or weaknesses recognised in arrangements or procedures will be remedied immediately and without delay. All staff will be informed of the updated/reviewed arrangements, and it will be made available to them in writing or electronically.

Reviewed: November 2024

Next Review: September 2025

Signed:

Miss L. Adams  
Headteacher

Mr Stephen Beck  
Chair of the Advisory Board

Mr Bill Brown  
Education and Compliance Adviser

**Introduction and aims:** The Cornwall Independent School understands that simply wearing a uniform on its own is unlikely to improve learning per se, however, we believe that a uniform worn well is part of a broader school improvement process which takes into account the school ethos, improvement of behaviour and discipline and instils a sense of pride in pupils. We believe uniforms provide a sense of belonging for students. They are helpful in fostering a good learning environment and help promote the ethos of our school.

**We believe that our uniform plays a key role in:**

- Promoting the ethos of a school
- Providing a sense of belonging and identity
- Setting an appropriate tone for education

**In developing our School Uniform Policy, consideration was made relating to:**

- engaging with parents and pupils when designing the uniform policy or when making any significant changes - these views are considered in determining the final policy;
- considering how the introduction of the proposed uniform policy might affect groups represented in The Cornwall Independent School especially those who share protected characteristics as defined by the Equality Act 2010;
- considering how comfortable the proposed uniform will be for pupils;
- taking a sensible approach to allow for exceptions to be made during extreme weather;
- ensuring that their uniform is suitable and safe for pupils who walk or cycle to school, for instance, by allowing pupils to wear a coat which they could be visible in when it is dark going home;
- choosing a PE kit which is practical, comfortable, appropriate to the activity involved and affordable;
- ensuring the final policy is published on The Cornwall Independent website so it is easy for parents (including parents of prospective pupils) to access and understand;
- considering carefully the risk of a challenge to the policy and consider the appropriate insurance cover.

**Inclusivity:** When making decisions about our uniform policy, The Cornwall Independent School understands its obligations under the [Human Rights Act 1998](#) and the [Equality Act 2010](#). The Cornwall Independent uniform policy considers the impact on pupils who share a protected characteristic. The relevant protected characteristics to consider when developing and implementing our uniform policy are:

- Sex
- Religion or belief
- Race (including colour, nationality, ethnic or national origin)
- Disability
- Gender reassignment
- Pregnancy

The Cornwall Independent Advisory board and SLT ensures that in developing and implementing the uniform policy, key considerations such as safeguarding requirements and the health and safety of their pupils, are taken into account. The Cornwall Independent School is sensitive to the needs of different cultures, races and religions and acts reasonably in accommodating these needs, without compromising important school policies, such as school safety or discipline. The Cornwall Independent is willing to consider reasonable requests for flexibility in the uniform policy for an individual pupil to accommodate their religion or belief, ethnicity, disability, or other special circumstances.

**Religion or beliefs:** Some religions and beliefs require their adherents to conform to a particular dress code or to otherwise outwardly manifest their belief. This could include wearing or carrying specific religious artefacts, not cutting their hair, dressing modestly, or covering their head. Pupils have the right to manifest a religion or belief, but not necessarily at all times, places or in a particular manner.

Where The Cornwall Independent School has good reason for restricting an individual's freedoms, for example, the promotion of cohesion and good order in the school, or genuine health and safety or security considerations, the restriction of an individual's rights to manifest their religion or belief may be justified. It should be possible for most religious requirements to be met within our uniform policy and The Cornwall Independent will act reasonably through consultation and dialogue in accommodating these.

**Discrimination:** In developing and implementing our school uniform policy, The Cornwall Independent considers its obligations not to discriminate unlawfully. For example, whilst schools can designate different uniform requirements for boys and girls, girls' uniforms should not be significantly more expensive than boys' or vice-versa, as this may constitute unlawful sex discrimination. To avoid discriminating against those who share particular protected characteristics, we aim to be as inclusive as possible; we have a alternative options to make all pupils feel as comfortable as possible while wearing their uniform.

The Cornwall Independent uniform policy tries to ensure that it is suitable for the school community, recognising that this community may change over time. If a requirement will affect a certain group with protected characteristics more than others, The Cornwall Independent thinks very carefully about whether this requirement is the best way to achieve its aims and what mitigations could be put in place. Even when a policy has been agreed, The Cornwall Independent allows for some individual variations to our uniform policy, where necessary to avoid indirect discrimination. For instance, reasonable adjustments are made, as appropriate, for pupils with a disability. The Cornwall Independent understands that if it does not allow for these adjustments where they are necessary, this may constitute indirect discrimination.

**Uniform (See Appendix 1 for uniform List):** Our The Cornwall Independent School branded items of uniform are purchased from the school uniform store, some items e.g. shirts and trousers can be purchased from any store.

- All items of uniform and PE kit should be labelled inside using the pupil's full first name and surname.
- During the COVID pandemic, The Cornwall Independent School has enabled pupils to come into school in PE kit on the days they have PE or Games, rather than changing at school in more confined spaces. This change continues to be implemented as required. Any changes to policy will be communicated to parents by email or via the school newsletters etc.
- Pupils should wear a navy-blue school coat with the school logo, they should not be wearing their coats inside school during lesson time.
- A single stud earring in each ear and a wristwatch/Fitbit are the only permitted items of jewellery. No smart watches etc.
- Hair bands must be plain white, navy or blue. Hair longer than shoulder length must be tied back at all times of the school day.

The Headteacher's decision on all matters relating to a pupil's appearance is final.

**Complaints and challenges to school uniform policy:** Disputes about The Cornwall Independent uniform should be resolved locally and should be pursued in accordance with The Cornwall Independent complaints policy. Parents are able to lodge their complaints and objections easily. In the event of a complaint, The Cornwall Independent Advisory board will consult and work closely with parents to arrive at a mutually acceptable outcome. A school uniform should be inclusive, and The Cornwall Independent School aims to be considerate when implementing the policy so that our uniform is able to be worn by all pupils.

**Pupil non-compliance:** Teachers can discipline pupils for breaching The Cornwall Independent rules on appearance or uniform. This should be carried out in accordance with our Positive Behaviour Code. The Cornwall Independent deals with pupil non-compliance in a proportionate and fair way.

## Appendix 1: Uniform List

### Girls

Navy blue blazer with school badge\*  
Navy blue pullover with embroidered logo\*  
Blue tartan kilt\*  
Grey School Trousers in arrangement with the school and to be purchased from school\*  
School tie\* (*Reception - Year 6*)  
White blouse (*Reception - Year 6*)  
Short-sleeved blue blouse\* (*Year 7 and above*)  
Navy blue hair accessories  
Reversible, fleece lined, shower-proof jacket\*  
Navy blue tights or navy-blue knee-length socks  
Navy blue or black school shoes

### **Summer**

White socks  
Blue and white candy-striped regulation dress with white cuffs and pocket tops\*  
Blue and white candy-striped 'scrunchie'\*  
Navy blue or black school shoes or navy blue or black school sandals with full heel support and closed toes

### **Sports**

White polo shirt with embroidered school logo or round neck T-shirt with printed school logo\*  
Blue shorts\*  
School Sweatshirt with embroidered logo\*  
Blue Joggers\*  
Blue sports leggings (year 7 and above)  
Trainers  
Plain white sports socks  
Navy blue or black swimming costume no bikinis.  
KS2 upwards - Football boots, shin pads and gum shields  
KS3/4 navy shorts

Also available: school bags\*

### Boys

Navy blue blazer with school badge\*  
Navy blue pullover with embroidered logo\*  
Long grey trousers  
School tie\*  
Long-sleeved white shirt (*Reception - Year 6*)  
Long sleeved blue shirt (*Year 7 and above*)  
Reversible, fleece lined, shower-proof jacket\*  
Grey socks  
Navy blue or black school shoes

### **Summer**

Short sleeved white shirt  
School tie\*  
Grey shorts or long grey trousers  
Navy blue or black school shoes or navy blue or black school sandals with full heel support and closed toes

### **Sports**

White polo shirt with embroidered school logo or round neck T-shirt with printed school logo\*  
Blue shorts\*  
School Sweatshirt with embroidered logo\*  
Blue joggers\*  
Trainers  
Plain white sports socks  
Navy blue or black swimming shorts/Jammer Shorts (not loose-fitting board shorts)  
KS2 upwards - Football boots, shin pads and gum shields  
KS3/4 navy shorts

Also available: school bags\*

### **\* Items marked with an asterisk should be purchased from the school**

Summer dresses *may* be worn from Easter until Autumn half term but are compulsory from Summer mid-term until the end of the Summer term. Key Stage 3 and 4 girls do not need to adopt the Summer uniform.

Please ensure that **ALL** items brought to school are clearly named and labelled.

Full uniform should be worn when children begin Reception Class.

No jewellery may be worn *except for* a wristwatch and small plain gold/silver stud earring