

# Uniform and Dress Code Policy



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| <b>Approved on:</b>        | 26 <sup>th</sup> February 2026 |
| <b>Approved by:</b>        | Trustees                       |
| <b>Last reviewed on:</b>   | Sept 2026                      |
| <b>Reviewed by:</b>        | Kieran Morgan                  |
| <b>Next review due by:</b> | Sept 2027                      |

## Summary of Changes

| Date      | Updates                    | Page No. |
|-----------|----------------------------|----------|
| Sept 2026 | Formatting Changes         |          |
| Sept 2026 | Local School Level Changes |          |
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## Introduction and Inclusion Statement

Beckmead College acknowledges that many of our pupils present with social, emotional and mental health needs and are neurodivergent, including autistic pupils and those with ADHD. For some learners, standard uniform expectations can create significant sensory, emotional, or regulatory barriers that impact their ability to feel safe, calm, and ready to learn. In recognition of this, each Trust school operates its own uniform policy, tailored to the needs of its pupil cohort and local community, while remaining aligned to shared Trust principles of inclusion, dignity, and safeguarding.

Uniform expectations are therefore applied with flexibility and compassion, and reasonable adjustments are routinely made to reduce anxiety, support emotional regulation, and promote positive engagement. This approach reflects our commitment to trauma-informed practice, equality of opportunity, and enabling all pupils to attend, participate, and succeed in school.

Many of our schools don't have a uniform have a dress code. Some dress codes are formal and some are casual. Organisations decide on the most appropriate code to reflect their image and purpose. People tend to behave differently and have a different attitude depending on what they wear and so some items of clothing that are too casual are best left for personal time as it is not good to have an approach to work or learning that is too casual.

## Spirit and Purpose

At Beckmead College, we operate a casual dress code for staff (see staff code of conduct) and student uniform, reflecting the needs of our students. We deliberately avoid strict or overly formal dress expectations. Instead, we provide clear guidance to support staff and students in making appropriate, respectful choices that promote safety, dignity, inclusion, and a calm learning environment focused on academic success.

Uniform and dress expectations are applied proportionately and flexibly, with reasonable adjustments made where required to support pupils with SEMH needs, autism, ADHD, sensory sensitivities, medical needs, or cultural and religious requirements.

## Our Code

- Headwear may be worn indoors only where it is required for religious, cultural, medical, or agreed individual support reasons.
- Dangly jewellery should not be worn during practical lessons due to health and safety risks.
- Health and safety is a priority. Students should wear full-length T-shirts, tops, jumpers, or shirts to ensure compliance with safety requirements in subjects such as science, design and technology, and food preparation.
- Logos, images, or graphics must not be offensive or inappropriate, including swear words or references to illegal activities such as drugs or weapons.
- All bottoms (including trousers, joggers, and similar items) must be worn securely on the waist/hips.
- Shorts should be mid-length, such as football-style or knee-length shorts.
- Footwear:
  - In certain lessons, specific footwear is required due to health and safety regulations.
  - Open-toed shoes are not permitted for students or staff as they present a safety risk.
  - Generally, comfortable, flat, closed footwear is advised.
  - Croc's and Sliders / Flip Flops and similar footwear is not permitted.

Where dress expectations present a barrier to learning, engagement, or emotional regulation, schools will work with students and families to agree appropriate adjustments that prioritise safety, inclusion, and readiness to learn.

## Our Uniform

### Dress expectations at Beckmead College

#### Key Stage 4 Uniform:

- Black (plain) trousers (school trousers or tracksuit bottoms)
- White shirt / polo shirt (plain)
- Beckmead College jumper - Pupils receive a free jumper when they join
- Black school shoes or trainers (No Crocs, Sliders or similar footwear is permitted)

### Key Stage 5:

As a Post-16 provision preparing students for adulthood, independence, and the workplace, Beckmead College does not require a formal school uniform. Students are permitted to wear their own comfortable, casual clothing, provided it adheres to the College's general dress standards.

Footwear must be suitable for the Vocational pathway that they choose. Crocs, sliders, and similar footwear are not permitted.

**Vocational & Practical Course Requirements:** While daily attire is casual, students participating in specific vocational, practical, or technical learning pathways must wear mandatory safety wear and Personal Protective Equipment (PPE):

- **Practical & Workshop Subjects (e.g., Construction, Maintenance):** Personal Protective Equipment (PPE) must be work worn in all the Vocational workshops as required by risk assessments.
- **Catering & Food Preparation:** Clean, full-length tops and flat, fully closed non-slip footwear are required in kitchen areas.
- **Sport & Physical Education:** Appropriate sports clothing and suitable trainers must be worn for physical activities.

**General Expectations:** All personal clothing must comply with 'Our Code' regarding appropriate images/logos, safe footwear, and a secure fit to maintain a safe, respectful, and productive learning environment.