Uniform Policy

Policy owner	Deputy Head	Date adopted	October 2026
Approved by	Headteacher and Proprietor	Next review	October 2027

1. Purpose

This policy sets out what students at Path4 wear, why, and how we support every young person to meet the expectations. Our uniform helps students feel part of the Path4 community, prepares them for the expectations of college and the workplace, and keeps everyone safe, particularly in our practical workshops. Uniform should never be a barrier to a young person attending school, learning or feeling that they belong.

2. Our approach

Many of our students have special educational needs, including social, emotional and mental health needs and sensory differences, and some have had a difficult experience of school in the past. We therefore take a supportive, practical and flexible approach. Expectations are clear and consistent, but we make reasonable adjustments for individual needs, and we always talk with the student and their parent or carer before deciding what is right for them.

3. Everyday uniform

Item	Requirement
Top	Path4 branded T-shirt.
Hoodie	Path4 branded hoodie.
Lower	Plain joggers (recommended for comfort and flexibility, and so students do not need to carry a separate PE kit) or plain trousers. Skirts may be worn but must be below the knee. Jeans are not permitted.
Footwear	Comfortable trainers suitable for practical and physical activities.
Water bottle	Path4 branded water bottle, named with the student's name.

All clothing should be clean, suitable for school and free from inappropriate slogans or images. Coats and jackets may be worn to and from school and outside, and are removed in classrooms and workshops.

4. Workshop, practical and PE clothing

Our vocational pathways take place in live, professional environments, so protective clothing is a health and safety requirement, not a matter of choice. Path4 provides all specialist protective equipment, and staff will check it is worn correctly before every session.

- **Path 4 Autotech (mechanics and valeting):** overalls and safety footwear provided by Path4, plus gloves and eye protection when required. Long hair tied back, and loose jewellery and lanyards removed.
- **Path 4 Aesthetics and barbering:** salon tunic or apron provided by Path4. Long hair tied back and hands kept clean for client and hygiene standards.
- **Path 4 Flavours (cooking):** apron provided by Path4, hair tied back or covered, and jewellery removed apart from a plain band, in line with food hygiene practice.
- **PE and sports:** students take part in their everyday joggers and trainers, so no separate PE kit is needed. Jewellery must be removed, and taped or covered where it cannot be removed.

Where a student cannot tolerate a particular item, we will change how the activity is done or find an equivalent safe alternative. We will not remove the safety requirement itself.

5. Appearance, jewellery and clothing content

- A watch and one pair of small stud earrings may be worn. Other jewellery and piercings may need to be removed or covered during practical sessions and PE.

- All hairstyles and hair textures, including protective styles such as braids, locs and twists, are welcome. Hair is only required to be tied back where this is needed for safety.
- Clothing, bags and accessories must not show offensive, violent, discriminatory or sexual images or wording, or promote drugs, alcohol, vaping or weapons.
- Hoods are kept down inside the building, and face coverings are not worn except for religious or medical reasons, so that staff can see and support every student safely.

6. Religious, cultural and medical needs

In line with the Equality Act 2010, students may wear items connected to their religion or belief, such as a headscarf, turban, kara or kippah. Where possible these should be in plain or school colours, and they will be adapted only where needed for safety in practical areas, in discussion with the student and family. Adjustments will also be made for medical conditions, disabilities and pregnancy.

7. Special educational needs and sensory needs

Some students find certain fabrics, seams, labels, waistbands or footwear distressing. Where this applies, we will agree reasonable adjustments with the student and their parent or carer, such as alternative fabrics, label-free items, a gradual introduction of uniform, or an agreed alternative outfit. Agreed adjustments are recorded in the student's support plan, reflect any needs set out in their education, health and care (EHC) plan, and are shared with relevant staff so the student is never challenged for something that has been agreed.

8. First uniform set, replacements and looking after uniform

Each student receives their first uniform set free of charge: one Path4 hoodie, one Path4 T-shirt and one named Path4 water bottle. Parents and carers are responsible for providing suitable joggers or trousers and trainers. All workshop protective equipment is provided by Path4.

Replacement item	Cost
Path4 hoodie	£25
Path4 T-shirt	£10
Path4 water bottle	£5

Students are expected to look after their uniform and named water bottle, and parents and carers are encouraged to label other clothing and belongings. We keep spare clothing in school so that any student who arrives without the correct items, or whose clothes become wet or damaged, can be supported discreetly. If the cost of replacement items is causing difficulty, families are encouraged to speak to us in confidence.

9. When uniform is not worn

Our response is supportive, not punitive. Path4 deals with uniform issues fairly and sensitively, taking individual circumstances into account. If a student is not in uniform, staff will speak to them privately, offer a spare item where appropriate, and contact the parent or carer if needed to understand and remove any barrier. A student will not be sent home or excluded solely for a uniform issue. Where there is a persistent, deliberate refusal without an underlying need, this will be managed through the Behaviour Policy, taking account of the student's needs.

10. Safeguarding

Changes in a student's clothing or appearance can sometimes be a sign that something is wrong, for example clothing that is persistently unclean or unsuitable for the weather, unexplained new or expensive items, or clothing used to hide injuries. Staff will record any such concern on CPOMS and report it to the Designated Safeguarding Lead, in line with our Safeguarding and Child Protection Policy.

11. Roles and responsibilities

- **Students** wear their uniform and protective equipment as agreed, and tell staff if anything is making this difficult.

- **Parents and carers** support their child to come to school in uniform and let us know about any needs, difficulties or changes.
- **Staff** apply this policy consistently and with care, respect agreed adjustments, and enforce protective clothing in practical areas.
- **Leaders** make sure uniform and equipment are available, adjustments are recorded, and this policy is reviewed every year.

12. Related policies

This policy should be read alongside our Behaviour Policy, SEND Policy, Accessibility Plan, Attendance and Punctuality Policy, Health and Safety Policy, Safeguarding Policy and Child Protection Policy. For any questions about uniform, please contact the school office.

Path4 Independent School – Comfortable. Practical. Ready to Learn.