



# Uniform Standards

## Toot Hill School



**Approved by:** TILT

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**Next review due by:** 24 May 2024

## Introduction

Our mission is to create transformational schools that belong to their communities and where all pupils and staff achieve more than they thought possible. Our uniform expectations directly match to this; we have incredibly ambitious standards. The uniform is designed to be a visual representation of the school culture, it effectively supports a safe and purposeful climate for learning. Our expectation is that all children and young people will adhere to our high standards of uniform at all times. Our schools will always present uniform policy as not being gender specific.

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## 1. Aims

This policy aims to:

- Set out our approach to requiring a uniform that is at a 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 in relation to a Health and Safety requirement)

- 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 Mr Andy Kelly, Associate 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, this is demonstrated in the costing grid in Appendix 1
- 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 the number of items with distinctive characteristics where possible.
- We limit items with distinctive characteristics to low-cost or long-lasting items, our ties are an example of this.
- 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 groups.
- Avoiding different uniform requirements for extra-curricular activities.
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels.
- 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.
- Parents experiencing financial hardship should contact the Head of Year who will be able to discuss the options that could be available.

### 4. Expectations for school uniform

The Trust requires all students to always wear the correct uniform (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)

School staff are expected to ensure that the exacting standards of uniform are always maintained.

#### **4.1 Secondary School**

We regard the uniform as a practical, distinguishing feature that helps pupils to feel part of the school and gives a formal appearance. It is the expectation of the Trust that all pupils wear the uniform based on the principles set out below. Pupils are expected to contact their Head of Year if they want to request an amendment to the uniform policy in relation to their protected characteristics.

The Trust requires all pupils to always wear the correct uniform as a minimum this is (other than specified non-school uniform days), in accordance with the current school uniform requirements which are detailed on the school's website:

- Blazer with school badge
- School tie (correctly worn)
- Skirts must be black of a formal cut and wide pleated. Pencil style/tight fitting/stretch material skirts are not permitted. Skirts should be worn at the waist and with appropriate regard to a formal appearance. Hems should be no more than 5cm above the knee and fashion belts are not allowed.
- Trousers must be of a formal cut, black and plain. Trousers should be full length and touch the top of the shoe. Excessively flared or narrow/tight fitting trousers are not allowed. Trousers must not be low-rise, cropped or tapered in style. Trousers must not be black denim/jean or chino trousers. Trousers should be worn at the waist and with appropriate regard to a formal appearance. Fashion belts are not allowed. Belts should be black, plain and narrow with a discrete buckle and only to be worn with trousers that have belt-loops.
- Black shoes (heels must not be over 2 inches in height) no trainers allowed.
- A white shirt with collar (not a polo shirt).
- A V-necked jumper or cardigan (optional).




In addition to the above guidelines the following principles should also be adhered to as a minimum standard. Schools have local autonomy to strengthen these requirements if they feel it would benefit their communities:

- Pupils should change into the schools designated PE kit when undertaking PE lessons. Trainers only need to be brought into school for use in PE or for Sports activities.
- Pupils should not wear jewellery except for a watch; no earrings and no facial piercings.
- Hairstyles should be neat and presentable – natural hair colours only.
- Hats must not be worn in and around the school buildings.
- No denim should be worn in school.
- Shirts must be always tucked in.
- Make-up should be minimal and natural; staff have the right to challenge inappropriate or overtly obvious make up applications. Make-up includes nails (colour and length), eyelashes, eyebrows, and foundation – this list is not exhaustive.


## 4.2 Post-16


As senior members of the student body, Post-16 students are not expected to wear a uniform but are expected to follow the requirements specifically stated in the Sixth Form College school dress code as detailed on the Sixth Form College website.




## 4.3 Our school's uniform – The Specifics

Item	Image	School Expectations	Other recommended suppliers
Blazer		<ul style="list-style-type: none"><li>• Toot Hill School compulsory green blazer with official school badge, purchased only through Academy School Uniforms.</li><li>• Sleeves are not permitted to be rolled up.</li><li>• Blazers must be worn at all times.</li></ul>	<a href="#">just-schoolwear</a>
Tie		<ul style="list-style-type: none"><li>• Official Year Group Tie</li><li>• Toot Hill School clip-on tie purchased only through Academy School Uniforms.</li><li>• The colour is year group specific.</li></ul>	<a href="#">just-schoolwear</a>
Shirt		<ul style="list-style-type: none"><li>• Formal style, plain white and long-sleeved with a stiffened collar.</li><li>• They should always be tucked into the waistband. Shirts must be long enough to allow them to always be tucked in.</li><li>• Fitted blouses are strictly not allowed.</li><li>• Coloured T-shirts should not be worn beneath the shirt.</li></ul>	<a href="#">Asda long sleeve shirt</a>  <a href="#">Marks and Spencers long sleeve shirts</a>

		<ul style="list-style-type: none"> <li>• Shirts should be smart and clean.</li> </ul>	
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Trousers		<ul style="list-style-type: none"> <li>• Trousers must be of a formal cut, black and plain.</li> <li>• Trousers should be full-length and touch the top of the shoe.</li> <li>• Excessively flared or narrow/tight-fitting trousers are not allowed.</li> <li>• Trousers must not be low-rise, cropped or tapered in style.</li> <li>• Trousers must not be black denim/jean or chino trousers.</li> <li>• Trousers should be worn at the waist and with appropriate regard to a formal appearance.</li> <li>• 'Fashion' belts are not allowed. Belts should be black, plain and narrow with a discreet buckle, and only to be worn with trousers that have belt loops.</li> </ul>	<a href="#">Marks and Spencer trousers</a>  <a href="#">Asda fit trouser</a>
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Skirt		<ul style="list-style-type: none"> <li>• Skirts must be black, of a formal cut and wide pleated.</li> <li>• Pencil style/tight fitting/stretch material skirts are not permitted</li> <li>• Skirts should be worn at the waist and with appropriate regard to a formal appearance.</li> <li>• Hems should be no more than 5cm above the knee</li> <li>• Fashion belts are not allowed.</li> </ul>	<a href="#">Marks and Spencer pleated skirt</a>  <a href="#">Asda pleated school skirt</a>
Jumper or cardigan		<ul style="list-style-type: none"> <li>• Jumpers and cardigans are optional additional wear. They are not to be worn instead of the school blazer.</li> <li>• Jumpers and cardigans should be bottle green in colour.</li> <li>• School jumpers and cardigans should be V-necked.</li> </ul>	<a href="#">Next school uniform Jumper</a>  <a href="#">Asda school uniform jumper</a>




<p>Jumper or cardigan cont.</p>		<ul style="list-style-type: none"> <li>• Jumpers and cardigans should be made from a knitted material.</li> <li>• These items do not have to include the school logo.</li> <li>• Sweatshirt material garments and hoodies are not permitted, and jumpers and cardigans are not an alternative to a blazer, but can be worn underneath the blazer, for additional warmth.</li> </ul>	<p><a href="#">Next school uniform cardigan</a></p> <p><a href="#">Asda school uniform cardigan</a></p>
<p>Shoes</p>	<div data-bbox="403 1144 778 1518"> <p style="text-align: center;">✗</p>  </div> <div data-bbox="403 1630 778 2011"> <p style="text-align: center;">✓</p>  </div>	<ul style="list-style-type: none"> <li>• Plain black leather/faux leather lace-up or slip-on shoes in a formal style.</li> <li>• Boots, fabric/pump style shoes or trainers are not permitted.</li> <li>• Shoes with buckles, studs and logos are not permitted.</li> <li>• Stiletto/high heels are not allowed.</li> <li>• Footwear other than shoes is not allowed around the school. Alternative footwear for medical reasons must be discussed with the tutor who, if in agreement, will provide a note to that effect.</li> <li>• If non-regulation shoes are worn to school, a suitable pair of footwear will be issued on loan.</li> </ul>	








Socks/tights		<ul style="list-style-type: none"> <li>• Plain black ankle socks or tights.</li> </ul>	
<b>Other Uniform Items</b>			
Coat		<ul style="list-style-type: none"> <li>• Plain dark raincoat, duffel or anorak (non-compulsory).</li> <li>• Reflective strips are permissible.</li> <li>• A discrete logo is permissible.</li> <li>• Coats must be removed when entering a classroom or before entering the concert hall for assemblies.</li> <li>• Denim and leather jackets are not permitted.</li> </ul>	
Hat		<ul style="list-style-type: none"> <li>• Plain black hats may be worn outdoors, for warmth.</li> <li>• Suitable hats for protection from the sun may be worn in the summer months. These may be agreed with the pupil's Head of Year.</li> <li>• No hats or hoods are permitted to be worn within school buildings.</li> <li>• Baseball caps are not permitted.</li> </ul>	

## PE Kit

Unisex Sports Kit requirements for all pupils:

Item	Image	School Expectations	Other recommended suppliers
T-shirt		<ul style="list-style-type: none"> <li>• Plain black round neck training top/t-shirt with the school logo</li> </ul>	<a href="#">just-schoolwear</a>
Training Top		<ul style="list-style-type: none"> <li>• Green/black quarter zip training top with school logo</li> </ul>	<a href="#">just-schoolwear</a>
Shorts		<ul style="list-style-type: none"> <li>• Plain black football or rugby shorts.</li> <li>• Cycling shorts are not permitted.</li> <li>• Discrete brand logos are allowed.</li> </ul>	<a href="#">Marks and Spencer PE shorts</a>  <a href="#">Sports Direct black short</a>

Tracksuit bottoms		<ul style="list-style-type: none"> <li>• Plain black</li> <li>• Discrete brand logo permitted</li> </ul>	<a href="#">Sports Direct tracksuit bottoms</a>
Sports Leggings		<ul style="list-style-type: none"> <li>• Plain black</li> <li>• Full length</li> <li>• Discrete brand logo permissible</li> </ul>	<a href="#">Decathlon Leggings</a> <a href="#">Sports Direct Leggings</a> <a href="#">More Sports Direct Leggings</a>
Footwear		<ul style="list-style-type: none"> <li>• Trainers (non-marking soles) / football boots</li> </ul>	
Socks		<ul style="list-style-type: none"> <li>• Black football socks/ black ankle socks</li> </ul>	<a href="#">just-schoolwear</a>
Jumper (optional)		<ul style="list-style-type: none"> <li>• Plain black crew neck jumper with school logo.</li> <li>• Hoodies are not acceptable for Health &amp; Safety reasons.</li> </ul>	<a href="#">just-schoolwear</a>
Other Recommended Items		<ul style="list-style-type: none"> <li>• Shin pads / grey/black 'skin' top / mouth guard</li> </ul>	<a href="#">Sports Direct PE base layer</a>

#### **4.4 Where to purchase it**

- Parents and carers can obtain the uniform as detailed in 4.3 above.
- Information about second-hand uniforms and how your local systems work, for example:
  - The second-hand uniform provision at Toot Hill School is currently in consultation mode and further details regarding our “pre-loved” uniform shop will be updated by the end of this academic year. We currently have a large stock of a variety of uniform items which can be purchased for a nominal sum. Parents experiencing financial hardship should contact the Head of Year who will be able to discuss the options available.

### **5. Expectations for our school community**

#### **5.1 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 their child's Head of Year, if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics

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.

### **6. Staff**

Staff will closely monitor pupils to make sure they are in correct uniform. If a pupil arrives in the wrong uniform schools will work with the pupil and the family to resolve these issues immediately. This may include isolating the pupil until the uniform issues have been resolved. Non-compliance will result in an escalation of sanctions.

Breaches of our uniform policy which includes shirts being untucked will be sanctioned by using referrals to the Reset Room and parents/carers being informed. We will work closely with families to rectify uniform infringements as soon as possible.

In cases where it is suspected that financial hardship has resulted in a pupil not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation. It is expected that schools will hold a stock of uniform.

## 7. Governors

The Governing Body 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 board will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money, for example by avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

## 8. Links to other policies

This policy is linked to our:

- Behaviour policy
- Safeguarding policy
- Educational Trips and Visits
- Anti-bullying policy
- Complaints policy

## Appendix 1: Average cost of uniform per pupil

UNIFORM ITEM	BRANDED ?	COST PER ITEM (£)	NUMBER OF ITEMS PER PUPIL	TOTAL COST (£)
Blazer	Yes	31.50	1	£31.50
Tie	Yes	6.95	1	£6.95
Skirt	No	10.00(avg cost)	1	£10.00
Trousers	No	10.00(avg cost)	1	£10.00
PE T-Shirt	Yes	14.50	1	£14.50
PE-Shorts	Yes	8.50	1	£8.50
PE-Socks	Yes	5.95	1	£5.95
Shirt	No	14.95 (pack of 2)	1	£14.95

**Total cost** – we have considered the different cost implications for pupils. Additional costs due to religious beliefs has also been considered.

TOTAL COST FOR ALL PUPILS	£92.35
ADDITIONAL COSTS (DUE TO RELIGIOUS BELIEFS)	Black Hijab - £5.99