



# Uniform Policy Draft V1

## Management log

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## 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/carers may contact Jo Braithwaite, [jbraithwaite@suthersschool.co.uk](mailto:jbraithwaite@suthersschool.co.uk), 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 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. Branded items include: Blazer, Tie, PE Polo Shirt, PE Sweatshirt (optional), PE Training pants (optional) and PE Leggings (optional).
- 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 Jo Braithwaite, [jbraithwaite@suthersschool.co.uk](mailto:jbraithwaite@suthersschool.co.uk) contact details] 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 School that all pupils wear the uniform based on the principles set out below. Pupils are expected to contact Jo Braithwaite, [jbraithwaite@suthersschool.co.uk](mailto:jbraithwaite@suthersschool.co.uk), if they want to request an amendment to the uniform policy in relation to their protected characteristics.

The School requires all pupils to always wear the correct uniform as a minimum this is (other than specified non-school uniform days):

- Blazer with school badge
- School tie (correctly worn)
- Black or grey skirt (Knee length) A-line or pleated not tight-fitting stretchy tube skirts
- Black trousers these should be properly tailored cloth trousers, no leggings, jeggings or cropped trousers
- 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 (optional)

In addition to the above guidelines the following principles should also be adhered to as a minimum standard.

- 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 and one small stud per ear (no other body studs to be worn) 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 Our school's uniform – The Specifics

### Girls Uniform

- School Blazer – Regulation grey blazer, with official school badge.
- School Tie – Regulation clip-on tie.
- Skirt or Trousers – Formal, plain black, knee-length A-line or pleated skirt (no stretch-fit, pencil style or skater skirts permitted) or plain black formal trousers. No jeans, chinos, stretch material or skinny-fit trousers are permitted.
- Shirt – formal white, long or short sleeves with stiff collar.
- Pullover/Cardigan – Grey V-neck cardigan (optional).
- Tights – Plain black tights.
- Shoes – Plain black lace-up or slip-on formal leather/leather-effect shoes with low heels (no more than two inches in height). Please note that boots, trainers, fabric/pump-style or sling back shoes are not permitted. No Velcro permitted. Plain black heels only.
- Coat – Plain dark fabric raincoat, duffel or anorak. A discreet logo is permissible. Coats are to be placed in lockers at the start of the day denim and leather jackets are not permitted.
- Headscarf (for religious reasons) – Plain.
- PE kit – Compulsory: TSS polo shirt, TSS plain black branded joggers, TSS branded black crew neck sweater. Optional: Rugby shirt, PE socks

### Boys Uniform

- School Blazer - Regulation grey blazer, with official school badge.
- School Tie – Regulation clip-on tie.
- Trousers – Formal, plain black. No jeans, chinos or stretch material or skinny-fit trousers are permitted.
- Shirt – Formal white, long or short sleeves with stiff collar.
- Jumper – Grey V-neck jumper (optional).
- Socks – Plain black or dark grey.
- Shoes – Plain black lace-up or slip-on shoes in a formal style. Leather or leather-effect. Please note that boots, fabric/trainer-style and high-top trainers are not permitted. No Velcro permitted.
- Coat – Plain dark raincoat, duffel or anorak. A discreet logo is permissible. Coats are to be placed in lockers at the start of the day. Denim and leather jackets are not permitted.
- PE kit – Compulsory: TSS polo shirt, TSS plain black branded joggers, TSS-branded black crew neck sweater. Optional: Rugby shirt, PE socks

### Blazers & Ties

- At times of extreme heat students will be informed by the Head Teacher when ties and blazers can be taken off in school. It is expected that they will be worn at all other times, including outside of the classroom, on school trips and on journeys to and from school, unless otherwise instructed. Students are required to ask permission from a member of staff if they wish to remove their blazer during a lesson. Permission may be granted for some students in exceptional circumstances. When normal uniform rules apply, blazers must be worn outside of the classroom. Sleeves must not be rolled up. Ties will be worn smartly at all times to the top shirt button; they should be clean with no visible threads.

### Jewellery

- Students may only wear a watch and one plain pair of stud earrings in ears only but no other jewellery is permitted. Other piercings must have clear retainers for health and safety protection. No bracelets or necklaces permitted. If worn, items will be confiscated and collected by parents at the end of the day

### **Hairstyles & Attire**

- Hats are not permitted in any circumstances. Hairstyles should not be extreme and should only ever be a natural colour. Parents should consult, in advance, with the Head Teacher if they are unsure as to the suitability of a change of style. The school shall be the arbiter of the term 'extreme'

### **Make-up**

- Make-up should be natural only. Nail varnish/ polish and gel nails are not permitted. No fake eyelashes are permitted. Self-tanning is strictly prohibited. Any unpermitted use of make-up in school will result in confiscation and/or the student being required to remove it during tutor time.

#### **4.3 Where to purchase it**

All school uniform can be purchased from the uniform shop. Please follow the link to the website: [Just-Schoolwear and Academy School Uniforms — Order uniform online](#). Please remember that items such as trousers and shirts can be purchased from other retailers as these are not branded (all branded items can be purchased from the uniform shop).

## **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 Jo Braithwaite, [jbraithwaite@suthersschool.co.uk](mailto:jbraithwaite@suthersschool.co.uk) 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 positive framing in the first instance. However repeated uniform infringements may lead to a child spending time in our Respect and Responsibilities room or internal seclusion.

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
- Consider 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	32.50	1	32.50
Tie	Yes	6.95	1	6.95
Trousers	No	17.95	1	17.95
Skirt	No	17.95	1	17.95
Shirt	No	6.00	3	18.00
PE Polo Shirt	Yes	14.50	1	14.50
PE Sweatshirt (Optional)	Yes	14.95	1	14.95
PE Training Pants (optional)	Yes	20.95	1	20.95
	No	8.00	1	8.00
PE Training Shorts	No	8.50	1	8.50
PE Leggings (optional)	Yes	20.95	1	20.95
	No	8.00	1	8.00

**Total cost for girls and boys** – even though the policy doesn't list items by sex, we have still considered the different cost implications for pupils based on sex. Additional costs due to religious beliefs has also been considered.

<b>TOTAL COST (GIRLS)</b>	£134.30 Branded items. Non-Branded PE kit £106.40
<b>TOTAL COST (BOYS)</b>	£134.30 Branded items. Non-Branded PE kit £106.40
<b>ADDITIONAL COSTS (DUE TO RELIGIOUS BELIEFS)</b>	