# School Uniform Policy

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**Policy history:**

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**Linked policies and procedures:**

| **Policy Name** |
|---|
| Behaviour policy |
| Equality and cohesion policy |
| Anti-bullying policy |
| Complaints policy |

## 1. Aims

This policy aims to:

- Set out our approach to requiring a uniform that is of 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 regardless of gender
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable. As a school, we subscribe to the 'Halo Code'.
- 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 The School, 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
- 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 any items with distinctive characteristics where possible for example, by only asking that the blazer, worn over the jumper (which is optional) features the school logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- 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 years and bands
- 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 or providing pupils with different coloured bibs to wear over their clothing
- 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

# 4. Our school uniform

Ziggy Blazer with school badge & trim - purple/gold *

St Paul's school tie (purple with thin gold stripe) *

Plain black knee length skirt, or loose tailored black full length trousers

White long or short sleeved school shirt suitable to wear with a tie

Plain white or black socks, plain black or natural colour tights

Plain black, leather (or similar material) shoes with no overt branding

Optional - 'V' necked plain knit jumper in 'school purple' *, plain black tailored shorts (from Price and Buckland).

***Skirts should be either straight, pleated or A-line. Bodycon, tube skirts or any skirt made out of stretch fabric material are not permitted. Trousers should have no exposed zips or buttons. No jeans, cargo style trousers, jeggings or leggings.***

## PE Kit: Compulsory

Aptus polo shirt with school badge (black/gold) *

Aptus 1/4 zip training top with school badge (black/gold) * **OR** Select black hooded sweat top with school badge * **OR** Multisports top with school badge (black/gold) *

Plain black training shorts or plain black training pants/leggings *

Plain black sport socks with turnover *

A pair of trainers

A pair of football boots

*Starred items are available from SWI (Banner Group).

***The PE Department expectations are that all pupils have a St. Paul's branded t-shirt and outer layer top. Parents are encouraged to select one outer layer from the options in the compulsory section. Please note that due to health and safety, pupils will not be able to wear the black hooded sweat top for contact rugby.***

**4.2 Where to purchase it**

Elements of our School uniform is ordered directly from our official supplier, SWI Schoolwear. This includes: the Ziggy blazer; the school tie; the 'V' necked plain knit jumper in 'school purple'; the Atpus, Coolmax, Multisports and black hooded sweat top PE kit items.

All other, generic items, can be purchased more widely from high-street retailers including low-cost outlets.

Nearly-new blazers, jumpers, PE Kit and other uniform items can be purchased via the PTA nearly-new school shop at the School Reception.

# 5. Expectations for our school community

## 5.1 Pupils

Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days).

The school recognises that some pupils may require adjustments to the uniform due to medical needs, disability, or sensory processing differences. In line with the Equality Act 2010, reasonable adjustments will be considered on an individual basis.

Parents/carers are encouraged to contact the school to discuss any specific needs, and appropriate adaptations will be agreed to support the pupil's comfort, wellbeing, and access to education.

**Lanyards**

School lanyards are to be worn at all times (including non-school uniform days). Lanyards grant pupils access to P block and are to be used to purchase food from both the canteens and food huts. Each year group has its own colour coded lanyard for identification.

**Jewellery**

No jewellery may be worn by any pupil in Years 7 - 11. There are no exceptions to this including studs or any other form of object intended to keep a hole open in recently pierced ears. Pupils are advised to have their ears pierced at the beginning of a summer break so that this does not become an issue. No visible facial, nose and tongue studs or body piercings are permitted.

**Make Up**

Whilst the school wishes to acknowledge the growing maturity of pupils, where it is regarded that a pupil is wearing excessive make-up, the pupil will be asked to remove it. What constitutes excessive make-up is entirely at the discretion of the school.

**Nail Varnish and Gel Nails**

Gel nails, acrylic nails or any other form of nail extensions are not suitable for school. Coloured nail varnish should also not be worn.

**Hairstyles**

Pupils are asked to avoid extremes of fashion in either style or colour. Where this is deemed to be the case then pupils will be expected to make a more appropriate change. Hair extensions and braiding must be of a natural hair colour. Bright conspicuous colours are not acceptable. Thin plain hairbands or plain headscarves of a dark colour may be worn. Pupils should not bring onto site any type of comb that has protruding metal teeth or points.

**The Halo Code**

Our school champions the right of staff and students to embrace all Afro-hairstyles. We acknowledge that Afro-textured hair is an important part of our Black staff and students' racial, ethnic, cultural, and religious identities, and requires specific styling for hair health and maintenance.

We welcome Afro-textured hair worn in all styles including, but not limited to, afros, locs, twists, braids, cornrows, fades, hair straightened through the application of heat or chemicals, weaves, wigs, headscarves, and wraps.

At this school, we recognise and celebrate our staff and students' identities. We are a community built on an ethos of equality and respect where hair texture and style have no bearing on anyone's ability to succeed.

**Outdoor Clothing**

Hoodies, sports jackets or tracksuit tops are not acceptable for school and only formal outdoor coats should be worn over blazers. Under no circumstances should a pupil be wearing a hoodie under their blazer. Where pupils choose to wear any form of headwear, this should be a plain dark colour and complement the colours of the school uniform. That decision as to whether any item complements school uniform in style or colour is again entirely at the discretion of the school. All headwear will need to be removed when a pupil is indoors unless that pupil is wearing it for religious observation or for specific medical reasons. Where pupils wear any form of headwear that obscures their face, they will be asked to remove it unless it is worn for religious observation. Belts should be plain and not have large buckles.

## 5.2 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 The School if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

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.

In cases where it is suspected that financial hardship has resulted in a pupil not complying with this uniform policy, The School will take a mindful and considerate approach to resolving the situation.

## 5.3 Staff

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the Year Leader if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Year Leader and the School's Leadership Group.

## 5.4 Governors

The governing board 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.

## 6. Monitoring arrangements

This policy will be reviewed bi-annually, or as needed, by The School's Leadership Team. At every review, it will be approved by the full governing body.