



Policy Title	School Uniform
Person(s) responsible for reviewing/updating the Policy	Headteacher
Approval Required By	Full Governing Body
Review Cycle	Triennial
Last Review Date	February 2023
Next Review Date	February 2026
Comments	
Scope (or Who is Governed by this Policy)	All stakeholders

Links to other Policies or Procedures or Documents <i>(Including their location)</i>	Behaviour & Anti-Bullying Policy Equality Policy School Complaints Procedure
Policy document location	O:\STAFF\POLICIES
Where this Policy is published	O:\STAFF\POLICIES. Website



## MILLAIS SCHOOL

### SCHOOL UNIFORM POLICY

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#### 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
- Confirm our expectations for the wearing of 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:

- Make available uniform options such as trousers or skirts which give students 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 are broadly similar for all students
- Allow all students to have a range of hairstyles such as natural Afros, braids, cornrows and plaits. This flexibility is subject to the limitations outlined in 4.1.4 below.
- Allow students to wear headscarves
- Allow for adaptations to our policy on the grounds of equality

## 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
- Is durable

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 making some items (eg: jumpers) optional
- Limiting items with distinctive characteristics to long-lasting items
- Avoiding specific requirements for items students 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 leveller
- Avoiding different uniform requirements for different year, band and class groups
- Avoiding seasonal uniform requirements for example the need to purchase summer dresses or trousers with different fabric weights

- Avoiding different uniform requirements for extra-curricular activities and providing kit for competitive sports fixtures
- Using alternative methods for signalling differences in groups for interschool competitions, such as wearing sports bibs or creating posters or labels
- Making sure that arrangements are in place for parents to acquire second-hand uniform items through the Parent Teacher Association (PTA)
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consulting with parents and students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy
- Making sure that branded items are available from at least two suppliers and by working with suppliers to ensure that garments are durable and good value for money
- Phasing in any changes to uniform so that existing students are not required to purchase new garments as a result of any change.

#### 4. Requirements for school uniform

##### 4.1 Our school's uniform

##### 4.1.1 School uniform

- **Blazer** - School Black, incorporating the school logo
- **Either Skirt** - School Bottle Green/Black Tartan. Year 7, 8, 9 and 10 this must come to below the knee. Year 11, this must be on the knee or below.
- **Or Trousers** - Black – incorporating the school logo on the front pocket
- **Jumper (optional)** - Black V-Neck with White Stripe, incorporating the school logo
- **White blouse** – Revere collar, three quarter length sleeves incorporating school logo in black on the collar
- **Tights/socks** - Autumn half term to end of Spring term: Plain black opaque tights. Summer term to Autumn half term: Ankle length black or white socks or flesh-coloured tights.
- **Shoes** – Any comfortable black shoes or plain black trainers. Shoes must not be above the ankle bone. Laces must be black. For safety reasons platforms, stiletto heels, sliders, sling backs, backless and open toed shoes are not permitted. In bad weather, boots may be worn to and from school but must be changed to shoes in school.
- **Coat** - Plain any colour, with no lettering and with a plain coloured lining. The coat must be long enough to cover the blazer. Hoodies, fleeces and black denim jackets are not acceptable
- **Head scarves** – where worn for religious reasons, plain black or bottle green.

##### 4.1.2 PE Kit

- **Black leggings** with logo **OR black training pants** with logo **OR black skort** with logo.

- **PE polo shirt** - Bottle green/white side panel with logo.
- **Black plain sweatshirt.**
- **Under knee socks** - Black/white for football and hockey.
- **Black base layer (optional).**
- **White sports socks (netball and summer activities).**
- **Trainers for indoor spaces, sports hall, hardcourt and Astroturf.**
- **Football boots.**
- **Shin pads for hockey and football.**
- **Gum shield for hockey.**

#### 4.1.3 Drama

- **Slipper socks**

#### 4.1.4 Other requirements

**Jewellery** - Plain wristwatch is permitted. Students with pierced ears may wear one small pair of plain ear studs, 2mm in diameter, only in the lobe of the ear. These must be removed for PE. Other studs and piercings, including nose and tongue studs are not permitted. Other jewellery must not be worn. This is not part of school uniform.

**Hair, make-up, nails** - Hair should be one natural colour, appropriate to the individual and worn in a neat style for school. Natural Afros, braids, cornrows and plaits are permitted. Long hair must be tied back for practical lessons. Shaved hair styles and dip dyed hair are not permitted. Hair bands and clips should be a dark colour, functional, discreet and plain not decorative. Make-up, nail varnish, false nails and false eyelashes / eyebrows are not permitted.

#### 4.2 Where to purchase it

Branded items of uniform are available from:

- Broadbridges: from their shop located at 3 Piries Place, Horsham, West Sussex. RH12 1EH.
- Sussex Uniforms: either online or from their shop located at 8 Bishopric, Horsham RH12 1QR.
- The PTA who run a secondhand uniform shop available at all parent consultation evenings, on induction evening for new starters in July and at ad hoc events. Garments are sold for a small fee and donations of uniform are welcomed by the PTA.
- Various online marketplaces such as Facebook, Uniformly and Grown out of it. However, it should be noted that the school has no association with any of these websites and cannot warrant the suitability of any garments purchased from such sources

Non-branded items can be purchased from any retailer as long as they are consistent with the requirements outlined in 4.1.1 to 4.1.3 above.

#### 4.3 Non uniform days and school trips where students are permitted to wear their own clothes

On any day designated by the school as a 'non uniform day' or on school trips where uniform is not required, students are nonetheless required to wear sensible shoes and clothing which is appropriate to the school environment and conducive to students' learning. Trip organisers and senior leaders arranging non uniform days will issue specific guidance dependent on the nature of the activities being undertaken.

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

#### 5.1 Students

Students are expected to wear the correct uniform at all times (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)

#### 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:

- Clearly labelled with the student's name
- Clean and in good condition
- Only altered to ensure a comfortable fit, not to change the characteristics of the garment eg: taking in seams

Parents are required to contact the Headteacher in writing if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics. This must be supported with an explanation of the reasons for the request being made, the grounds on which approval is sought and a description of the proposed variation.

Parents are also required to contact the Headteacher if they need:

- Assistance with complying with the uniform policy because of financial hardship
- To request a reasonable adjustment to the Uniform Policy for example as a result of a medical condition. This must be supported with a written explanation of the reasons for the request being made and a description of the proposed variation.

Parents are expected to lodge any complaints or objections relating to the school uniform in writing and in a timely and reasonable manner. Disputes about the cost of the school uniform will be dealt with in

accordance with our school's complaints procedure. The school will work closely with parents to arrive at a mutually acceptable outcome.

### 5.3 Staff

Staff will closely monitor students to make sure they are in correct uniform. They will give sanctions to any students breaching the uniform policy and recognition to those who consistently demonstrate high standards of compliance with the policy. Ongoing breaches of our uniform policy will be dealt with in accordance with the school's Behaviour & Anti-Bullying Policy.

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.

### 5.4 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 students
- Offers a uniform that is appropriate, practical and safe for all students

The Governing Body 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 reviewing consent to supply agreements at least every 5 years.

## **6. Monitoring arrangements**

This policy will be reviewed triennially by the Headteacher. At every review it will be approved by the Full Governing Body

## **7. Links to other policies**

This policy is linked to our:

- Behaviour & Anti-Bullying Policy
- Equality Policy
- School Complaints Procedure