



## School Uniform Policy

Applicable to:	✓	Astley Community High School
	✓	Seaton Sluice Middle School
	✓	Whytrig Middle School
Approval body:	Pupil Support Committee	

### Status:

Statutory policy or document	Yes
Review frequency	Governing Body to determine
Approval by	Governing Body to determine

### Publication:

Statutory requirement to publish on school website	Yes
Agreed to publish on school website	Yes

### Review:

Frequency	Next Review Due
Every three years	Spring 2026

**Version Control:**

<b>Author</b>	<b>Creation Date</b>	<b>Version</b>	<b>Status</b>
Business Director (BW)	10 June 2022	0.1	Initial draft based on The Key for School Leaders model policy (January 2022)
<b>Changed by</b>	<b>Revision Date</b>		
Business Director (BW)	15 June 2022	0.2	Updated haircut regulations following SLT review
Business Director (BW)	23 June 2022	1.0	Final approved version for publication
Business Director (BW)	10 October 2022	1.1	Clarification regarding piercing, tattoos and jewellery
Business Director (BW)	15 July 2023	1.2	Change of review frequency and further clarification for trousers/skirts at 4.1
Business Director (BW)	24 July 2023	2.0	Final approved version for publication
Business Director (BW)	11 September 2023	2.1	Clarification at 4.1 that leather-look trainers are not allowed at ACHS
Business Director (BW)	18 March 2024	2.2	Updated 4.1/4.2 to reflect that only a standard skirt from our uniform supplier is permissible
Business Director (BW)	24 June 2024	2.3	Updated to reflect that a school uniform policy is now a statutory requirement, and at 4.16 re: online uniform shop

## **1 Aims**

### **1.1 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/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 Legal duties under the Equality Act 2010**

2.1 The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.

### **2.2 To avoid discrimination, our federation 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)
- 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 to get in touch with their Head of School, who can answer questions about the policy and respond to any requests

## **3 Limiting the cost of school uniform**

3.1 Our federation 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.

3.2 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/carers' ability to 'shop around' for a low price.

### **3.3 We will therefore make sure our uniforms:**

- are available at a reasonable cost
- provide the best value for money for parents/carers

### **3.4 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 jumper features the school name/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 each school's uniform can act as a social leveller
- avoiding different uniform requirements for different year groups
- avoiding different uniform requirements for extra-curricular activities
- considering alternative methods for signalling differences in groups for inter-school competitions, such as creating posters or labels
- making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- consulting with parents/carers and pupils on any proposed significant changes to the uniform policy and carefully considering any related complaints

#### 4 Expectations for school uniform

##### Uniform Requirements

4.1 The following items are part of the uniform for each of our schools and can be bought from high street or other retailers:

- White school shirt or blouse (not polo shirt)
- Black trousers, straight-legged tailored (standard length); fitted/tight-legged trousers, jeans, leggings, jeggings, cords or tracksuit bottoms are NOT permitted
- Black or white socks with trousers; black or white socks or black tights with skirt
- Black plain flat shoes or (for WMS/SSMS only) leather-look trainers that can be polished, or ankle boots only if they can be covered with trousers; no obvious branding, designer trainers with velcro fastening, Vans/Converse-style trainers, canvas plimsolls, UGG-style boots, sand shoes or platform shoes

4.2 The following items are school specific and/or branded and should be ordered from our uniform supplier:

- School jumper
- Black skirt; pupils may still wear trousers, but if they choose to wear a skirt it must be a standard skirt from our uniform supplier
- School tie
- PE kit

4.3 Non-regulation jumpers/tops, if worn as coats, should be removed before entering the school building and put back on when leaving at the end of the school day. In particular, black cardigans are not allowed.

##### Uniform Supplier

4.4 Our current uniform supplier is Emblematic, and orders can be placed using the following methods:

- online via the relevant school webpage on Emblematic's website, which includes the option to have your child's name embroidered onto school jumpers and PE polo shirts; orders will be delivered to your home (a charge for postage will be made)

- ACHS - <https://emblematic.co.uk/longbenton-store/achs/>
- WMS - <https://emblematic.co.uk/longbenton-store/whms/>
- SSMS - <https://emblematic.co.uk/longbenton-store/ssms/>
- in person at Emblematic's Longbenton shop at Unit 26, North Tyne Industrial Estate, Whitley Road, Benton NE12 9SZ (near Asda); pupil names cannot be embroidered if you buy in person

4.5 Please note that uniform and PE kit orders cannot be placed at the school, although a small stock of ties is available for purchase from the school finance office.

#### Hairstyles

4.6 The following guidelines apply. Please ensure that your child conforms with our expectations - if in any doubt, please telephone the school before you agree to a proposed change of hairstyle.

4.7 We will accept:

- short hair which is neat and tidy - number 2 cut or above on top, number 1 cut or above on back and sides
- subdued, modified hair colouring which moderately changes the colour of hair shade
- highlights used moderately to enhance the natural hair colour and tone
- ethnic/cultural variations by agreement with a parent/carer

4.8 We will not accept:

- hair cut extremely short and close to the scalp - number 1 cut or below on top, no guard on back and sides
- tramlines or individual shaved lines
- coloured or natural hair extensions
- tight plaited hairstyles or plaited hairstyles using differently coloured plaits or adorned with coloured beads or other ornamentation
- bleached or dyed hair
- any form of red, purple, blue, green hair etc
- extreme highlights which completely change the colour and tone of the hair
- extremes such as spiky, 'mohican' or punk style - either natural or coloured

#### Makeup, Nail Varnish etc.

4.9 The use of make-up, nail varnish and fake tan are not accepted in WMS or SSMS. At ACHS, it is not to be encouraged but when used discreetly, it will be acceptable.

4.10 Fake eyelashes and eyelash extensions are not allowed in any of our schools and nail extensions of extreme length are not allowed due to significant health and safety issues particularly in PE.

#### Piercing, Tattoos and Jewellery

4.11 Please note:

- maximum of one small stud earring in each ear
- no pupil will be allowed to attend with rings, bars, studs or retainers in the nose, lips, tongue, eyebrows, tummy etc.
- no visible tattoos

- 4.12 ACHS students are permitted to wear a wrist watch, one ring and one necklace; all other jewellery (including bracelets) is forbidden. WMS pupils may also wear a wrist watch, one ring and one necklace, but if a necklace is worn, it must be under the uniform and not exposed. SSMS pupils are only permitted to wear a wrist watch; rings and necklaces must not be worn.
- 4.13 All jewellery must be removed for PE. This is a requirement of Sports Associations and local authority regulations.
- 4.14 It is essential for food technology that pupils do not have nail extensions and nail varnish; if they have these on during Food Technology lessons they may be asked to wear gloves due to hygiene regulations regarding food handling OR may not be able to take part in the practical activity.
- 4.15 To help us maintain our high standards, in the event of a pupil breaching uniform, hairstyle or jewellery guidelines, parents/carers will be contacted and sanctions may be applied (e.g. exclusion from lessons) until the situation is resolved.

#### Second-Hand Uniform

- 4.16 We encourage all pupils and parents/carers to donate any unwanted uniform that remains in good condition. An online second-hand uniform shop is in operation for SSMS and may be extended to ACHS and WMS in due course.

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

#### Pupils

- 5.1 Pupils 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 Pupils are also expected to contact their Head of School if they want to request an amendment to the uniform policy in relation to their protected characteristics.

#### Parents/Carers

- 5.3 Parents/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
- 5.4 Parents/carers are also expected to contact their Head of 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

- 5.5 Parents/carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.
- 5.6 Disputes about the cost of the school uniform will be:
- resolved locally
  - dealt with in accordance with the federation's Complaints Procedure
- 5.7 The federation will work closely with parents/carers to arrive at a mutually acceptable outcome.

#### Staff

- 5.8 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 Head of School if the situation doesn't improve.
- 5.9 Ongoing breaches of our uniform policy will be dealt with in line with each school's Behaviour Policy.
- 5.10 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.

#### Governors

- 5.11 The Pupil Support Committee will review this policy and make sure that it:
- is appropriate for our federation's context
  - is implemented fairly across each school
  - takes into account the views of parents/carers and pupils
  - offers a uniform that is appropriate, practical and safe for all pupils
- 5.12 Governors will also make sure that the federation'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 five years.