

# Uniform Policy

## St George's School: A Church of England Academy.

DIGNITY HOPE  
COMMUNITY  
WISDOM  
HUMILITY  
KINDNESS



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## 1. Aims

This policy aims to:

- Promoting Dignity: It promotes equality and helps to reduce socio-economic differences among students, creating a sense of unity and promoting individual dignity.
- Building Community: Wearing a uniform helps to foster a sense of belonging and community among students, promoting school spirit and a shared identity.
- Establishing Discipline: A uniform helps to establish discipline and a sense of responsibility in students, preparing them for future experiences in the workplace.
- Representing the School: Wearing a uniform helps to represent the school and its values, promoting a positive image and creating a professional demeanor.
- 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
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
- 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 our Assistant Headteacher – Inclusion, 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, 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 year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- 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. Expectations for school uniform

### 4.1 Our school's uniform.

**Please note that in September 2024 our uniform will be changing. Please view the separate letter on our website for more information.**

### APPEARANCE CODE/UNIFORM & EQUIPMENT LIST

**Outdoor Coats:** A dark plain colour is requested. Under no circumstances should outdoor coats of denim or leather or "hoodies" be worn. Coats are not to be worn inside the building.

**Blazer: Year 7–10 Black**, with school badge. **Year 11 Grey**, with school badge. Blazers must be worn at all times

**Shirt/Blouse:** White, with formal collar and top button

**Tie:** Year 7 Gold; Year 8 Blue; Year 9 Green; Year 10 Purple; Year 11 Black tie with Red stripe.

**Tailored School Trousers:** Black. No cords, cotton denim, canvas (chino) materials or skinny.

**Skirt:** Kilt style with badge Skirts are allowed up to 5cms above the knee and no shorter. Please check length carefully.

**Socks:** Plain black socks or plain black tights (ONE PAIR ONLY). Socks with bows, frills, patterns or over the knee are not permitted. Girls – ankle or knee length (not over the knee or trainer socks)

**Tights:** Opaque Black or flesh coloured only, not patterned. (Tights and socks should not be worn together).

**Shoes:** All Black Leather shoes ONLY without any designer branding a suitable and safe style for school. **BOOTS/TRAINERS ARE NOT ACCEPTABLE.** Heels should be low, Platforms and shoes with white trims/laces/tops (Timberland style) are all unacceptable. Black “pumps” are also inappropriate for daily wear and ballet shoes quickly become unsafe with the result that pupils will not be permitted to wear them on health & safety grounds. See separate guidance picture sheet.

**Hats** (Woollen) NOT Baseball Caps: Permitted in poor winter weather for the journey to/from school only, never to be worn in/around school.

**Jewellery:** A watch may be worn. Pupils with pierced ears may wear one sleeper or stud per ear in the lobe only. Health & Safety Issues are paramount. No other piercings are allowed. Jewellery should be removed before taking part in PE activities.

From June 2023 we will be moving to a NO jewellery policy.

**Make Up:** Make-up, fake tan, false eyelashes, false nails and nail varnish are inappropriate and unacceptable. Year 11 may wear lightly applied foundation.

**Hair:** Shoulder length hair should be tied back for safety in all practical lessons for Health & Safety reasons. Extreme hairstyles (e.g. unnatural colours (including bleached blond), two tone or “shaved” hair on less than No.1 or with patterns/initials/line/dipped etc) are not acceptable. Braided hair will always need to be tied back. Beaded hair is unsuitable and unacceptable. Flowers and other adornments are also inappropriate for school.

**School bag & equipment:** Large/strong enough to carry books and equipment (preferably rucksack style). **Pencil case** containing 2 pens (blue/black), pencil, eraser, ruler and highlighters. Pencil crayons are useful. A small

English and a French/Spanish/English dictionary are also useful.

**Mobile Phones** Should never be visible and always switched off. The school cannot accept responsibility for loss or damage to these items. These items will be confiscated if visible or

audible and second or subsequent confiscations require parental collection. Emergency contact with any pupil can always be made via the school office.

### **PHYSICAL EDUCATION KIT**

The P.E. kit is an essential part of the school uniform and will be required from the beginning of the school year.

<b>Physical Education Kit: All girls must have:</b>	<b>Physical Education Kit: All boys must have:</b>
Green/Black PE top	Green/Black PE top
School Black Hoodie	School black hoodie
Green/Black Shorts/skort/St Georges leggings	Green/Black shorts
Green/Black Socks	Green/Black Socks
Training Shoes (pumps not acceptable)	Training Shoes (pumps not acceptable)
Shin Pads	Shin Pads
	Football Boots

**OPTIONAL EXTRA:** Black tracksuit bottoms, black base layer top for colder weather

Parents should always consult this list or school **BEFORE** purchasing any item so that costly and unacceptable mistakes can be avoided. Pupils may be required to return home if improperly dressed or equipped or if deemed to be unsafe. Any item purchased in contravention of the uniform code will be required to change.

**ALL ITEMS SHOULD BE CLEARLY NAMED.**

- o Each year we will offer pre-loved uniform to the academy community

## **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) 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)

Pupils are also expected to contact Mr Connaughton if they want to request an amendment to the uniform policy in relation to their protected characteristics.

### **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 Mr Connaughton 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.

### **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 pastoral team if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the pastoral team in accordance with academy 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 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 governing committee 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 annually . At every review, it will be approved by the full governing committee.

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

This policy is linked to our:

Behaviour policy

Equality information and objectives statement

Anti-bullying policy

Complaints policy



