UPPER SHIRLEY HIGH USH

Uniform Policy

Reviewed by	Assistant Headteacher (Pastoral)
Approved by	Local Governing Body
Approval Date	September 2026
Review Period	Bi-annual
Policy Review Date	September 2028
School Website	Yes

Introduction

Our school uniform is important in helping our students establish themselves as part of the USH community and to instil pride in our school.

It is a requirement that students should wear uniform when attending school, or when participating in a school organised event. Adherence to our uniform expectations is accepted by parents, carers and students when choosing to join Upper Shirley High School. These expectations are not optional, and we look forward to your support.

This policy should be read in conjunction with DFE uniform guidance which can be found here:

- Developing school uniform policy
- Cost of school uniforms

Purpose

This policy has been designed so that there is clarity for parents, carers and students around our uniform expectations. In addition to this, we believe uniform is important for the following reasons:

- It contributes to our ethos and sets an appropriate tone to support positive behaviour
- It helps students feel equal regarding appearance
- It promotes a sense of community and belonging
- It encourages pupils to treat each other and the school environment with respect
- It supports pupils in learning how to dress in a manner appropriate to the activity being undertaken and to the environment in which they inhabit
- It promotes a positive profile in the community
- It sets out our approach to ensure we have a practical uniform which offers value for money to parents and carers.

Aim

Our aim is to set a standard of dress and appearance which will be appropriate and acceptable for the school and its community. Whilst the uniform should be smart and help students to have pride in themselves, it should also be comfortable, easy to wear and not a source of confrontation between staff and students. Cost is also carefully considered when deciding on uniform design and uniform suppliers, and we review the contract arrangements with our supplier regularly so that parents continue to get value for money. We have tried to ensure that everything required is simple and hardwearing.

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, disability, 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. Headscarves should be black or navy blue. School will discuss all requests with families, but religious items that may cause risk to the health and safety of others will not be permitted.
- Allow for adaptations to our policy on the grounds of equality by asking parents to get in touch with the Head of Year or Senior Leadership Team, who can answer questions about the policy and respond to any requests.

School Uniform Stockists
Skoolkit at Unit 1 Totton Shopping Centre, 1 Commercial Road, Totton, SO40 3BX.
Telephone: 023 8066 7600.
Website: www.skoolkit.co.uk

Koolskools at 387 Shirley Road, SO15 3TS
Telephone: 02380 518 408
Website: www.koolskools4u.co.uk

There are three compulsory items of branded uniform which can be purchased from the two providers above. All other items of uniform can be sourced from alternative suppliers (please see appendix 1 for examples of appropriate uniform and appendix 2 for examples of acceptable alternative suppliers).

USH Uniform Requirements

Item	Description	Further Guidance
Branded Polo Shirt	White USH branded polo shirt	Polo shirts do not need to be tucked in but need to be USH branded
Crew Neck Sweatshirt	Plain navy-blue USH Branded crew (round) neck sweatshirt	USH branded sweatshirts are the only permitted jumper for school uniform Hooded and zip up jumpers are not permitted
Skirt	Black pleated knee length skirt	Pleated skirt to be worn on or just above the knee Straight or pencil skirts are not permitted Stretch jersey, skater, Lycra or clingy material skirts are not permitted
Trousers	Black tailored trousers	Trousers should be loose legged Flared trousers are not permitted
Tailored Shorts	Black tailored knee length shorts	Shorts should be loose legged No sports shorts
Socks/Tights	Black or white socks Plain black opaque tight	Discreet logos are permitted on socks Leggings are not permitted (unless part of PE uniform)
Footwear	Black, polishable shoe or trainer-shoe Ankle-boots are permitted	Shoes should not have any markings, logos or tags of another colour and the uppers should be polishable Any heel should be minimal Canvas footwear is not permitted

Hair

- Hair should be clean and tidy
- Hair can be dyed but should be of a natural colour
- Hair should be no shorter than a grade 2 in length
- Facial hair is permitted but must be kept neat and tidy

Makeup

- Makeup should not be worn in Year 7 and Year 8
- Years 9 -11 may wear make-up, but it should be natural and discreet
- Acrylic, gel or fake nails, are not permitted
- Coloured nail varnish is not permitted; however, students are able to wear a clear or 'French polish' style of varnish. Nails should be kept short and practical

Jewellery

- A single stud may be worn in each ear lobe. These must be removed for practical subjects such as PE, if requested by the member of staff
- Students are not permitted to wear any further jewellery, for example necklaces, bracelets or rings
- Nose piercings in school are not permitted. Retainers are also not permitted. If a student has their nose pierced, it should be done at a time where the piercing does not then need to be worn at school
- Students may wear a watch

Hoods and Hats

- Hats and hooded coats can be worn to school but must be removed in lessons. Hoods and hats are not to be worn in school buildings

Physical Education Uniform Requirements (Examples found in Appendix 1)

Item	Description	Further Guidance
Upper Body	USH PE Polo shirt	In cold weather students can also wear a plain blue or black base layer
	Students can choose between the following items to wear on top of the USH PE Polo Shirt 1. USH PE Zip Sweatshirt 2. Plain navy-blue jumper	Jumpers/sweatshirts should be plain only without any branding or logos
Lower Body	Loose fitting black shorts or PE Skort Plain black tracksuit bottoms Plain Black Leggings	Students have the option to choose between these items dependant on the weather and their current activities A discreet logo is allowed but no further markings should be visible Black leggings or a Lycra sportswear layer can be worn under shorts and tracksuit bottoms
Footwear	Black or white trainer socks Or Black Football socks	Students are advised to wear black or white trainer socks or football style socks for their PE lessons
	Footwear	Trainers Astro style trainers to be worn on the MUGA Moulds and studs are only permitted for lessons held on the field, for example in Rugby

- All kit must be clearly labelled and named
- The PE department will communicate with students and families around any further specialist equipment such as football boots. However, these will not be a compulsory requirement and will not affect student participation.

Financial Assistance for Uniforms

These are the key headlines regarding the support available to parents for the purchase of uniform items:

- If you are receiving Free School Meals, financial assistance may be available to help provide the essential clothing items that your child needs to attend school.
- The school offers support to eligible parents at the beginning of Year 7 and Year 9.
- A Uniform Grant application form is available from the School Finance Office. They will be happy to assist parents in the completion of this form where necessary.
- Uniform support will also be considered for students eligible for pupil premium funding. Requests must be made via your child's tutor and Head of Year.
- Support for the purchase of school uniform items from our welfare budget may be considered for other parents. We would encourage parents to speak with their child's Head of Year in these circumstances.

- If a uniform grant is awarded to a parent, they will receive a voucher to use at our school uniform supplier, no cash payment is given to parents.

Pre-loved uniform
We ask all parents to donate any uniform that is still in good condition but is no longer used. Sales of second-hand uniform are held throughout the year.

Religions and Beliefs
The school will be sensitive to the needs of different cultures, races and religions and act reasonably in accommodating these needs, without compromising important school policies, such as school safety or discipline. It should be possible for most religious requirements to be met within a school uniform policy, and the local governing board will act reasonably through consultation and dialogue in accommodating these.

Communication with Parents
The school engages with parents and pupils when developing the uniform policy to ensure that it is suitable while recognising that the school community may change over time. Parents are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner. Prospective parents are given clear guidance on our uniform expectations, well in advance of their child's admission. Our uniform policy is available on our website. To provide continued clarity to parents, we will periodically remind them of our uniform expectations. Students are reminded via tutor and assembly time.

We hope that parents will support us by sending students in the correct uniform and help us to maintain high standards.

If a parent feels their child requires reasonable adjustments to the school uniform they should contact their child's Head of Year. Any reasonable adjustments to uniform are carefully considered and made with agreement from the school SENCO and Headteacher.

Individual variations to the uniform policy may be made, where necessary, to avoid indirect discrimination. For instance, reasonable adjustments will be made, as appropriate, for pupils with a disability. We aim to make our school uniform as inclusive as possible so if parents have any concerns then please contact the school.

Procedure in the event of non-compliance
Uniform is routinely checked at the start of each day during tutor time and tutors will request that any changes are made as necessary.

If a student arrives to school not in the correct uniform, we will:
- Ask the student as to why their uniform is not correct
- Seek to resolve the issue in school. Where possible the school will offer the loan of a clothing or footwear item(s), provide make up remover, nail polish/acrylic remover or offer other reasonable means to resolve the issue.
- In some instances the school may issue a uniform card, allowing the student to correct the uniform issue in a reasonable agreed time period.
- Inform parents/carers where appropriate.

If a student has not resolved the uniform concern within a reasonable agreed period consequences may be issued, and parents will be contacted to help support a quick resolution. Where possible, school will lend missing items of uniform to students who attend in incorrect uniform. Students may be required to work away from the mainstream if they are unwilling to correct their uniform.

Lost Property

Students can check lost property during break times and after school. Once every term, items which have been handed in will be displayed and students will be able to collect lost belongings. Items will be held for a maximum of one term, and any unclaimed items will be disposed of through local charities.

Mobile phones and other electrical devices brought into school remain the responsibility of their owners. The school cannot accept responsibility for these items, including any loss or damage occurred whilst at school. Please see the school behaviour policy for further guidance around bringing a mobile phone to school.

Governors

The governing body will review this policy to ensure it is appropriate for the school context, is implemented fairly across the school and is appropriate, practical and safe for all pupils.

Associated Policies

This policy links to:
Complaints policy
Behaviour and relationships policy
Equality information and objectives

Appendix One: Permitted USH Uniform Items

<table>
<tr>
<td>
USH branded polo top to be worn at all times.</td>
<td>
USH branded navy blue crew neck jumper/sweatshirt</td>
<td>
Loose fitting black trousers</td>
<td>
Black pleated skirt – knee length</td>
</tr>
<tr>
<td>
Black tailored shorts – knee length</td>
<td>
USH PE Polo top</td>
<td>
USH Zip Jacket</td>
<td>
Loose fitting plain black shorts</td>
</tr>
<tr>
<td>
Plain black leggings / tracksuit bottoms (discreet logo allowed)</td>
<td colspan="3">Black polishable shoe or trainer-shoe (no markings or logo of another colour). Ankle boots are permitted
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Non-Permitted USH Uniform Items

 Pencil skirts, stretch jersey, skater, Lycra or clingy material skirts are NOT permitted	 Jeans and cargo trousers are NOT permitted	 PE tracksuit bottoms not permitted due to having more than a discreet logo
 Not permitted due to non-black logo	 Not permitted due to canvas material (not polishable)	 Not permitted due to canvass material (not polishable)
 Not permitted due to non-polishable material and heel too large	 Not permitted due not being all black and non-polishable	 Not permitted due to not being black all over. Yellow thread is not permitted

Appendix Two: Examples of Alternative Suppliers

All items can be found at Skoolkit and Koolskools – this table is to support families in finding alternative suppliers for unbranded items of the school uniform

Item	Description	Example Suppliers
USH Branded Polo Shirt	USH branded white polo shirt	Only found at our linked suppliers Skoolkit: www.skoolkit.co.uk Koolskools: info@koolskools4u.co.uk
USH Branded Sweatshirt	Branded USH crew neck sweatshirt	
Skirt	Black pleated knee length skirt	Asda https://direct.asda.com/george/school/girls-school-skirts/black-senior-girls-pleated-school-skirts-2-pack/GEM1293992-23534,default,pd.html?clr=Black Matalan https://www.matalan.co.uk/childrens-clothing/2-pack-girls-black-school-long-length-box-pleated-skirts-6-16yrs/14893321.html
Trousers	Black tailored trousers	Asda https://direct.asda.com/george/school/trousers/black-regular-leg-boys-school-trousers-2-pack/GEM1295017-23534,default,pd.html?clr=Black Matalan https://www.matalan.co.uk/childrens-clothing/boys-2-pack-black-regular-fit-school-trousers-3-16yrs/14515766.html
Tailored Shorts	Black tailored knee length shorts	Marks and Spencer https://www.marksandspencer.com/school-2pk-boys-regular-leg-shorts-2-14-yrs-/p/clp60588147?color=BLACK&_gl=1*1736zm8*_up*MQ..*_gs*MQ..&gclid=EAIaIQobChMIsITRqL_8kAMVSZdQBh2HPg7HEAMYASAAEgIO5PD_BwE&gclsrc=aw.ds&gbraid=0AAAAAD7g6bR2F3He3_rUgAGr4goTY7-ex
Plain Navy Blue crew neck jumper **(For PE only)**	Plain jumper for PE. Branded items available from Skoolkit and Koolskools	Marks and Spencer https://www.marksandspencer.com/unisex-regular-fit-sweatshirt/p/clp60451602?color=NAVY&_gl=1*1yiv4pi*_up*MQ..*_gs*MQ..&gclid=EAIaIQobChMI09fO3MD8kAMVTo9QBh3HvAWlEAQYAiABEgJKOvD_BwE&gclsrc=aw.ds&gbraid=0AAAAAD7g6bQMYtKKt_mwTixrvVtCgcW7z