

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
- › 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 age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, our school will:

- › Avoid listing uniform items based on sex, to give all 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 the same for all students
- › Allow all students to have long hair (though we reserve the right to ask for this to be tied back)
- › Allow all students to style their hair in a way that is appropriate for school and makes them feel most comfortable
- › Allow students to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- › Allow students to wear headscarves and/or other religious garments
- › Allow students with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- › Allow for reasonable adaptations to our policy on the grounds of equality by asking students or their parents/carers to get in touch with the school to answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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.

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
- › Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- › Considering cheaper alternatives to school-branded items, such as logos that can be sewn on, as long as this doesn't compromise quality and durability
- › 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 leveler
- › Avoiding different uniform requirements for different year/class/house groups
- › 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
- › 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 students 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

- › Items required from the school uniform shop
 - A black blazer with a school logo – blazer can be purchased elsewhere but the school badge can be bought and sewn on.
 - Tie (Autumn & Spring Terms) – maroon for Years 7-10 and a black tie for Year 11
 - Polo Shirt – Summer term only instead of shirt and tie
 - School skirt - which must be checked in the shop for appropriate length.
 - PE Polo Shirt
 - PE Skort/Shorts/Leggings/tracksuit bottoms - only one of these items is required
 - PE Socks

› Which branded items are optional

- School Jumper
- PE Items not listed above
- School PE bag

› Items that can be bought elsewhere e.g. high street retailers

- Blazer (please purchase school badge from school uniform shop and sew onto blazer pocket)
- Standard Black School Trousers
- Tailored shorts (summer only)
- White Shirts
- Socks - black
- Shoes – black polishable shoes
- Trainers (see below for guidance)

ACCEPTABLE FOOTWEAR FOR 3G FOOTBALL PITCH



Expected Standards for School Uniform

	ACCEPTABLE	UNACCEPTABLE
Blazer	Black with Glebelands' school crest. Blazers must be worn at all times in the school buildings.	Ill-fitting blazers or sleeves rolled up. Unofficial school badges or blazers with no crest.
Pullover	A maroon V-necked pullover with school crest.	Ill-fitting pullovers. Cardigans, hoodies.
Shirt	A white standard shirt. The Glebelands' maroon polo shirt may be worn in the Summer Term. Blazers must still be worn.	Collarless shirts. Any colour other than white. Sports shirts, T-shirts and fashion shirts. Shirts without a top button at the neck. T-shirts showing under shirts.
Ties	A correctly tied Glebelands tie of appropriate length.	Any tie other than the official school tie. Defaced school ties. Ties worn shorter than 30cms.
Skirt Trousers	Standard school skirt Skirts must be knee length. Black trousers. Belts and buckles must be plain and black.	Any skirt purchased from other retailers. Skirts must not be rolled up. No 'skinny-fit' trousers, jeans or chinos. No big or

		branded belt buckles or other colour belts.
Shoes	Black school shoes that are sensible, safe and serviceable. They should be of polishable material.	Any colour other than black. Heels above 5 cm. Trainers or boots of any kind. Steel toe-capped boots or shoes. Trainer or canvas type shoes.
Socks Tights	Plain dark socks. Plain black or flesh-coloured tights.	Any colour other than dark/flesh for tights or dark socks.
Outer Coats	Outer coats should be a plain colour in a style suitable for school (navy blue or black is ideal).	Denim, leather, leather-look, studded or patterned coats. Inappropriate logos. Coats made from knitted material or sweatshirts / hoodies. Coats/ gilets not to be worn in school buildings or classrooms.
Scarves/gloves/hats	Plain colours only.	Football/sports scarves. Scarves, gloves and hats must not be worn in school buildings.
Bags	It is essential that students have a strong, sensible hold all, briefcase or satchel in which to carry books and equipment. Plastic carrier bags for sports kit and footballs.	Plastic or paper carrier bags used for schoolbooks. Inappropriately branded bags.
Jewelry	One plain ring, one wristwatch and plain ear studs (gold or silver based). One piercing per lobe. A simple chain/necklace may be worn inside the shirt.	Earrings of any other kind including 'sleepers and stretchers. Chokers, bead necklaces, bracelets, brooches, badges not concerned with school. Piercing elsewhere than the ear lobes. Jewelry must be removed for some lessons such as P.E.
Cosmetics	Discrete make-up - blemish concealer and light mascara only.	Coloured nail varnish, gel or acrylic nails or heavy make-up (other than described). No lipstick, painted eyebrows or fake eyelashes.
Hair	Hair should be cut in a style suitable for school and kept clean, neat and tidy. Hair must be grade 3 or longer. Students must be clean shaven.	Extremes of hairstyle (inc. shaved lines and contrasting length) or colour. No unnatural hair colour (inc. dip dye & ombre). If there is any doubt, please contact the school before going to the hairdresser. Ribbons, bows, hair bands and grips that are too big or in a colour or style not complementary to school uniform.

4.2 Where to purchase it

Our school uniform is available from:

- Direct Clothing which has an online store for orders and a site based Uniform Shop where goods can be collected and checked.
- Items that can be bought from high street retailers are: blazer (School badge will need to be sewn on), shirt, trousers, shoes (polishable), bags
- Second hand uniform: the on-site school shop has a range of second-hand uniform, but availability is solely based on donated goods back to the school.

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)

Students are also expected to contact their Head of Achievement 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
- › The correct size

Parents/carers are also expected to contact their child's Head of Achievement 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/carers 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/carers 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 any students and families breaching the uniform policy the opportunity to comply, but ongoing breaches of our uniform policy will follow the processes in the school's behaviour policy if the situation doesn't improve. Respect cards will be used to encourage students to self-correct their uniform prior to arriving at school and classrooms. There is a small supply of school shoes for students to borrow if they do not arrive at school with their school shoes. Students are expected to comply with the instructions to wear those. Any student who does not comply with our school uniform expectations may be given an in-school sanction such as Inclusion Room time.

In cases where it is suspected that financial hardship has resulted in a student 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/carers and students

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

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 every 3 years. At every review, it will be approved by the full governing board.

7. Links to other policies

This policy is linked to our:

- › Behaviour policy
- › Equality information and objectives statement
- › Complaints policy