Uniform Policy

Contents

1. Aims 1
2. Our school's legal duties under the Equality Act 2010 1
3. Limiting the cost of school uniform 2
4. Expectations for school uniform 3
5. Expectations for our school community 6
6. Monitoring arrangements 7
7. Links to other policies 7

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 all 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, sexual orientation, 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
- Make sure that our uniform costs the same for all Students
- Allow all Students to have long hair, although we reserve the right to ask that long hair 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
- 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 their Head of Achievement, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

Get the knowledge you need to act at thekeysupport.com
© The Key Support Services Ltd | For terms of use, visit thekeysupport.com/terms

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 uniforms.

We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo attached or be in a unique fabric or style) cannot be purchased from a wide range of retailers, and that requiring many such items limits parents/carers' ability to shop around for the best price.

We will therefore make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents and carers

We will do this by:

- Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of:
    - 4 or fewer, if 1 item is a tie
- Carefully considering whether any items with distinctive characteristics are necessary, and limiting these items where possible.
- Limiting compulsory branded items to low-cost and/or long-lasting items such as ties
- Considering cheaper alternatives to compulsory branded items, such as badges that can be ironed on, as long as this doesn't compromise quality and durability
- Avoiding specific requirements for items such as coats, bags and shoes/trainers that Students could also wear on non-school days. See more information in section 4.1
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama
- Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters
- Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
- Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective Students, and publishing this information on our website
- 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 uniform in line with the school's complaints policy
- Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- Continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money

Get the knowledge you need to act at thekeysupport.com
© The Key Support Services Ltd | For terms of use, visit thekeysupport.com/terms

4. Expectations for school uniform

4.1 Our school's uniform

Glebelands School uniform is smart and affordable, it unifies our students as a school community.

- Compulsory branded items are:
    - Glebelands School Blazer with badge
    - Glebelands School tie
    - PE top
    - PE bottoms
- Items which can be purchased from the school shop or any other supplier are:
    - School skirts should be black, box pleat and knee length.
    - School trousers should be black, regular fit and ankle length.
    - School shorts or skorts should be black, smart tailored fit and knee length.
    - White shirts can be short or long sleeved. The shirt must button at the neck comfortably.
    - A fine knit v- neck black jumper can be worn if desired. No logos are permitted.
    - Socks must be black for dress uniform. Knee length socks are permitted however there should be no frills or bows. White ankle length socks are required for PE. Rugby socks can be purchased from the school shop if desired.
    - School shoes should be sturdy, black, polishable and suitable for all weathers. Branded sports type trainers with logos such as Nike or Adidas are not permitted as a school shoe.
    - Astro trainers are necessary to play on our 3G pitch. Astro trainers can also be used for all our other PE lessons. The PE department have a small number of trainers that can be borrowed on the day. We advise parents purchase a pair that can be used for both Astro and indoors.
- PE kit must be purchased from the school uniform shop. Branded black PE Glebelands top and bottoms are compulsory items. The PE top can also be worn in place of a shirt and tie in Summer terms 1 and 2. Parents are reminded that If students forget their PE kit, spare kit will be lent to them but they will receive a sanction for forgetting it.
- Hair should be clean, neat and tidy. Long hair will need to be tied back for certain subjects such as D and T for health and safety reasons. Hair colour must be natural. Shaved tramlines or zig zags are not permitted.
- Students should bring a warm, shower proof or waterproof coat to school suitable for the season. We advise that coats should be labelled with the student's name. Students must have a sturdy school bag that is suitable for carrying all their school books, equipment and belongings. Items with inappropriate or offensive logos are not permitted.
- Student services hold a small stock of uniform items that will be loaned on a day to day basis if uniform items have been broken or mislaid. Blazers, school shoes and ties can be swapped for an item such as a mobile phone or house key for the day. This ensures our students look smart at all times while arrangements for replacements are made by parents/ carers.

© The Key Support Services Ltd | For terms of use, visit thekeysupport.com/terms

Expected Standards for School Uniform

	ACCEPTABLE check	UNACCEPTABLE check
Blazer	Black with Glebelands' school crest badge. Blazers must be worn at all times in the school buildings. During periods of extreme heat, the decision will be made by school to leave blazers at home.	Ill- fitting blazers or sleeves rolled up. Unofficial school badges or blazers with no school badge.
Jumper	An optional black knitted V-necked jumper may be worn.	Cardigans and hoodies.
Shirt	A white standard shirt, which is tucked in. The buttons should button to the neck. Short sleeved or long sleeve. The Glebelands' PE polo shirt may be worn in the Summer Term.	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 to the fifth button. Year 11 students may wear the black Year 11 tie.	Any tie other than the official school tie. Defaced school ties. Ties worn short.
Skirt/ **Trousers** **Shorts**	Standard black box pleat school skirt. Skirts must be knee length. Black regular or straight fit school trousers. Belts and buckles must be plain and black. Black tailored school shorts or skorts may be worn.	Skirts must not be rolled up. No pencil or straight fit skirts. Skirts should not have embellishments such as hearts on zippers etc. No 'skinny-fit' trousers, jeans or chinos. No big or branded belt buckles or other colour belts. No cargo style trousers or shorts. No jersey shorts. No culottes.
Shoes	Black school shoes that are sensible, safe and polishable.	Any colour other than black. Heels above 3 cm. Branded trainers or boots of any kind. Nike Air Force/ Max. Steel toe-capped boots or shoes. Canvas type shoes.
Socks **Tights**	Plain dark socks, ankle or knee length. Plain black or flesh-coloured tights. White socks should be worn for PE only.	Any colour other than dark/ flesh for tights or coloured/ white socks. Ripped or laddered tights. No ribboned or frilled socks.
Outer Coats	A sensible coat appropriate for the weather.	Denim, leather, leather-look, or studded coats. Inappropriate logos. Coats made from knitted material or sweatshirts / hoodies. Coats/ Gilets not to be worn in classrooms.
Scarves/ gloves/ hats	Plain colours only. If headscarves are worn for religious reasons, then a plain colour. Hats can be worn when weather is too cold or hot.	Football/sports scarves. Scarves, gloves and hats must not be worn in classrooms. Hats as fashion items or with inappropriate logos.
Bags	It is essential that Students have a strong, sensible bag, in which to carry books and equipment. Plastic carrier bags for footballs.	Plastic or paper carrier bags used for school books. Inappropriately branded bags.

Get the knowledge you need to act at thekeysupport.com
© The Key Support Services Ltd | For terms of use, visit thekeysupport.com/terms

Jewellery	One simple and understated ring and ear studs (gold or silver based). One piercing per lobe. A simple chain/ necklace may be worn inside the shirt. One simple and understated bracelet. Medical bracelets.	Earrings of any other kind including 'sleepers, hoops, stretchers'. Chokers, bead necklaces, bracelets, brooches, badges not concerned with school. Piercing elsewhere than the ear lobes. Jewellery including earrings 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 makeup (other than described). No lip-stick, painted eyebrows, fake eyelashes or excessive fake tan.
Hair	Hair should be kept clean, neat and tidy. Long hair must be tied back for practical lessons. If short all over, not less than a grade 3.	Extremes of hairstyle (inc. shaved lines and contrasting length) or colour. No unnatural hair colour (inc. dip dye, beads, ombre). Ribbons, tinsel, bows, hair bands and grips that are not simple and understated. No skin fades to grade 0.
Watches	One wrist watch.	No smart watches that can access messages. No headphones or ear pods.



4.2 Where to purchase or acquire it

- The Glebelands blazer with a badge, PE top, bottoms and school tie can be purchased from our school uniform shop either via the Glebelands School website or in person at the shop.
- Non branded items such as skirts, trousers, smart tailored school shorts and skorts, plain black blazers, and shoes can be purchased from many high street retailers. Glebelands School will communicate to all parents exemplars of a range of items such as school skirts and trousers and the suppliers who stock these items to parents.
- Good quality second hand uniform items such as blazers, skirts, PE tops, PE bottoms are available to purchase directly from our on-site uniform shop if they are in stock.

© The Key Support Services Ltd | For terms of use, visit thekeysupport.com/terms

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 child's 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

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 in accordance with the school's complaints policy.

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. Ongoing breaches of our uniform policy will be dealt with by Heads of Achievement and the pastoral team of tutors with communication to parents and appropriate sanctions as required.

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. Similarly the PE Department hold a small stock of clean PE tops, bottoms and Astro trainers that will be loaned if students arrive without kit. Students are expected to comply with the instructions to wear these. Any student who does not comply with our school uniform expectations may be given an in-school sanction.

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 and the student will not miss classroom teaching because of a sanction. This is in line with the statutory guidance.

© The Key Support Services Ltd | For terms of use, visit thekeysupport.com/terms

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 three years by the Senior Leadership team and approved by Glebelands governing body. At every review, it will be approved by the Chair of Governors.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy

Get the knowledge you need to act at thekeysupport.com
© The Key Support Services Ltd | For terms of use, visit thekeysupport.com/terms