UNIFORM POLICY

INTENT

This policy aims to:

- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
- Set out our approach to requiring a uniform (Years 7 – 11) / sixth form dress (Years 12 & 13) that is of reasonable cost and offers the best value for money for parents / carers
- Clarify our expectations for school uniform (Years 7 – 11) / sixth form dress (Years 12 & 13)

Legal Framework:

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE 'Cost of school uniforms'
- DfE 'School Admissions Code'
- DfE 'Developing school uniform policy''
- Equality and Human Rights Commission 'Preventing hair discrimination in schools'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy
- Pupil Equality, Equity, Diversity and Inclusion Policy
- Tendering and Procurement Policy

Equality Act

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 / sixth form dress items based on sex, to give all students the opportunity to wear the uniform / sixth form dress they feel most comfortable in or that most reflects their self-identified gender
- Make sure that our uniform (years 7 – 11) costs the same for all students
- Allow students to wear headwear that reflects their religious beliefs

Cost:

Our school has a duty to make sure that the uniform (Years 7 – 11) we require is affordable, in line with statutory guidance from the Department for Education on the cost of school uniform. We have ensured the following:

The school will develop its uniform policy in relation to the following starting principles:

- The school will seek to ensure that the uniform is affordable. In so doing, the school will consider the total cost of school uniforms, taking into account all items of uniform or clothing parents will need to provide while their child is at the school.
- The use of branded uniform items will be minimised in accordance with the branded items section of this policy.
- The school will seek to ensure that uniform supplier arrangements give the highest priority to cost and value for money, including the quality and durability of the garment.
- The school will seek to ensure that second-hand uniforms are available for parents to acquire. Information on second hand uniforms and when they will be available to be purchased will be published on the school's website.

Principles in practice

In accordance with the 'School Admissions Code', the principal will ensure that the school's uniform requirements do not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform.
- LAC and PLAC.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day or where spare items are likely or be needed.

The school will keep variations in school uniform for different groups of pupils, e.g. year group-specific items or house colours, to a minimum to ensure that pupils can get the most wear out of their uniform and that parents can pass some items down to younger siblings.

The school will meet the DfE's requirements and recommendations on costs and value for money. Care will be taken to ensure that school uniform is affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school will work with multiple suppliers to obtain the best value for money possible. Any savings negotiated will be passed to parents where possible. The school will not enter into exclusive single-supplier contracts or cash-back arrangements. More information on supplier processes can be found in the 'School uniform supplier' section of this policy.

The school will not make frequent changes to uniform requirements and will take the views of parents and pupils into account when considering any changes.

The above consideration to cost will also apply to the school's PE kit, as no pupil should feel unable to fully participate in PE or represent their class or the school because the PE kit is too expensive.

IMPLEMENTATION

Roles and Responsibilities

Students
Students are expected to wear the full and correct uniform (Years 7 – 11) / sixth from dress code (Years 12 & 13) smartly and 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 expected to:

- Wearing the correct uniform at all times, unless the principal has granted an exemption or an amendment.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

Parents/carers

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the principal if their child requires an amendment or an exemption to the uniform rules , with a reason why e.g. due to their child's protected characteristic, due to the cost of the uniform.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Staff

- Ensuring that pupils dress in accordance with this policy at all times.
- Where appropriate to their role, disciplining pupils who are in breach of this policy.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Governors

- Establishing, in consultation with the principal and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible, inclusive, and does not disadvantage any pupil because of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is appropriate, practical, accessible and affordable for all pupils.
- Demonstrating in this policy how best value for money has been achieved.
- Ensuring compliance with the DfE's 'Cost of school uniforms' guidance.
- Processing and approving all eligible School Uniform Assistance Application Forms.
- Ensuring compliance with obligations under the Human Rights Act 1998 and the Equality Act 2010.

The Governors will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money.

Branded Items

As of September 2026, the school will limit its branded items of uniform and PE kit to four or fewer, if one is a tie.

The school will confirm with parents and pupils which branded uniforms will be compulsory within the above limit and the specification of other optional branded items. All branded items, whether compulsory or optional, will be kept to a minimum and generic alternatives will be permitted.

Parents will be informed of any requirements for generic alternatives of non-branded uniform, e.g. the colour, shade, fabric or fit, so that these items can be purchased appropriately.

A branded item will be deemed compulsory if a pupil is required to have or wear the item:

- For general use at the school.
- To travel to or from the school.
- To take part in any lesson, club or activity facilitated by the school.

The limit on branded items will apply to any branded bags, and any items required only at particular times of the year, e.g. summer uniform.

Where pupils are able to choose between different branded items, e.g. being able to choose between wearing a branded skirt or branded trousers, this will only count as one item as the pupil is only required to have one of those items.

Different branded uniforms may be adopted for different key stages; however, the school will consider cost implications for parents in doing so.

When making decisions about compulsory branded items, the school will consider how it can maintain the benefits of a branded item while also keeping costs low. This may involve using sew-on or iron-on labels or limited branded items to longer-lasting items such as ties, rather than items that need to be purchased more frequently or in larger quantities, e.g. shirts.

Sew-on or iron-on logos applied to uniform items will be considered branded items and included within the school's prescribed limit of compulsory branded items.

All loaned or gifted branded items will be captured within the limit if they are required to be worn. Additional branded items may be loaned, given out, or made available for sale by the school; however, wearing such items will be optional.

Where optional branded items are made available, wearing an equivalent unbranded version of that item will also be permitted.

Generic unbranded items worn by pupils will still need meet the requirements of this policy and should be fit for purpose.

For sporting activities and competitions, pupils will not be required to wear branded items to take part in an activity, unless these items count towards the limit on branded items. The school may give out free additional branded items for sporting competitions and events.

If a pupil is unable to wear a loaned branded item, e.g. for a medical or health reason, the school will allow them to wear a suitable alternative.

Equality Principles

The school takes its legal obligation to avoid unlawfully discriminating against any pupil very seriously.

In line with the above, the school will aim to ensure that its uniform policy is as inclusive as possible so that all pupils can access a school uniform which is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

The relevant protected characteristics are:

- Sex
- Sexual orientation
- Religion or belief
- Race (including colour, nationality, ethnic or national origin)
- Disability
- Gender reassignment
- Pregnancy

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that, where appropriate and with pupils' consent, views and advice are sought specifically from pupils, and parents of pupils, who:

- Are transgender or non-binary.
- Are of a religious or cultural background that has specific dress requirements.
- Have SEND and/or sensory needs.

Parents' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the principal and governing board, and always in accordance with the school's Complaints Procedures Policy.

If a requirement will affect a group with certain characteristics more than others, the school will:

- Carefully consider whether the requirement is the best way to achieve aims.
- Think about what mitigations could be put in place.
- Ensure that the requirement is justified and a proportionate means of achieving a legitimate aim to be lawful.
- Allow for flexibility to enable necessary exceptions.

Information on how the school ensures its uniform policy does not discriminate against pupils with specific protected characteristics is outlined below.

Gender

To avoid disproportionately impacting pupils of a certain gender, the school will ensure that the cost of uniform is as equal in price as possible across items for all genders.

This includes:

- Adhering to the procedures laid out in the 'Cost principles' section of this policy.
- Not directly requiring pupils of a certain gender to buy additional uniform, e.g. by requiring female pupils to buy both trousers and skirts.
- Not indirectly requiring pupils of a certain gender to buy additional uniform, e.g. by offering football in PE to only male pupils and requiring they buy football boots to participate.
- Not holding pupils of different genders to different uniform standards, e.g. by banning certain hairstyles for only one gender.

The school will implement a gender-neutral uniform, meaning that pupils will not be required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records. Transgender pupils will be supported to access the uniform that best reflects their gender expression in line with the LGBTQ+ Policy.

Religion and belief

To avoid disproportionately impacting pupils of a certain religion, belief or culture, the school will ensure that there is flexibility to allow pupils to present themselves in a way that adheres to their dress requirements as far as possible, within the school's uniform policy.

The school will endeavour to meet all requests for amendments to the uniform for these purposes; however, it is important that school policies are not compromised, such as school safety or discipline.

Race

To avoid disproportionately impacting pupils of a certain race, the school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a pupil's ethnic origin, e.g. natural Afro hairstyles.
- Not banning hairstyles worn because of cultural, family and social customs, e.g. cornrows.
- Not banning head coverings related to a pupil's culture or ethnic origin, e.g. African heritage head wraps.

The school will follow the good practice guidance provided by the Equality and Human Rights Commission on 'Preventing hair discrimination in schools'.

SEND and medical conditions

To avoid disproportionately impacting pupils with SEND or medical conditions, the school will ensure its uniform policy takes into account the needs of these pupils. This includes:

- What flexibilities, adaptions, adjustments or alternatives might mitigate any negative impact on these pupils.
- Adopting a more comfortable or less restrictive uniform.
- Determining a more flexible policy that allows pupils to choose from a range of items so they feel more comfortable.

Where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

The school will ensure that it works with a supplier that acts in accordance with the school's values and principles on equality and inclusion.

IMPACT

This policy takes into account cost, the Equality Act 2010 and key considerations such as safeguarding requirements and the health and safety of our students through the clarification of our expectations.

School uniform plays a key role in promoting pride, self-confidence, and a feeling of belonging within the student body. These factors contribute to students' wellbeing, removing the additional pressures of deciding what to wear and added stress of meeting the expectations of their peers. They are helpful in fostering a good learning environment and can promote the ethos of a school.

Evaluation and Monitoring

This policy will be reviewed **regularly** by the chair of governors and the principal.

The school will engage with parents and pupils when reviewing this policy.

Any subsequent changes to this policy will be communicated to all staff, pupils, parents and other relevant stakeholders.

SHIRLEY HIGH SCHOOL PERFORMING ARTS COLLEGE

SHIRLEY HIGH SCHOOL UNIFORM LIST

SCHOOL UNIFORM - Can be purchased in store or online at www.hewittsofcroydon.com

Delivery options: Click & Collect / Next day delivery

BLAZER* - navy with school crest*

CLIP ON TIE* - navy and gold - Year 7

CLIP ON TIE* - navy and saxe blue - Year 8

CLIP ON TIE* - navy and silver - Year 9

CLIP ON TIE* - navy and red - Year 10

CLIP ON TIE* - navy and emerald green – Year 11

JUMPER* (optional) - navy V-neck with school crest

SHIRT - white long or short sleeved school shirt

TROUSERS - mid grey regular fit

SKIRT - mid grey knee length

SHOES - smart, waterproof wholly leather or leather equivalent plain black shoes (boots, trainers or shoes made of canvas or suede material are NOT permitted)

SOCKS or TIGHTS - black, navy, grey or white

HAIR ACCESSORIES/ DECORATIONS - plain black, navy, grey or white only. Mixtures of these colours or the wearing of any other colours are NOT permitted

HEADSCARVES - black, navy, grey or white (religious reasons only)

*** Indicates items which must be purchased from Hewitts of Croydon, the school outfitters.**

Please note:

With the exception of a watch (Smart watches, Fitbits etc are not permitted) and one pair of small stud earrings - no jewellery may be worn with the school uniform.

Coats / Jackets should be dark in colour and preferably shower or waterproof.

PHYSICAL EDUCATION KIT – only available online from www.swi.co.uk

House colours are available on tops only

COMPULSORY ITEMS:

POLO SHIRT (Please ensure you buy the correct House colour)

MULTI SPORT TOP (Please ensure you buy the correct House colour)

FOOTBALL SHORTS

COOLMAX SOCKS

TRAINERS (with non-marking soles (All black trainers, plimsolls or pumps are not acceptable)

FOOTBALL BOOTS (Studded – not AstroTurf)

SHIN PADS

OPTIONAL ITEMS:

ZIP TOP (Please ensure you buy the correct House colour)

TRACK PANTS

MOUTHGUARD (strongly advised)

SECOND HAND UNIFORM

Shirley High School has second hand uniforms available.

To access this, please email secondhanduniform@shirley.croydon.sch.uk to make an appointment.

Donations for second hand uniform (for laundering purposes) as well as donations of second hand

ALL UNIFORM MUST BE PERMANENTLY MARKED WITH THE STUDENT'S NAME.

Hair styles and colours

The school reserves the right to make a judgement on whether a pupil's hairstyle, hair colour or headwear is inappropriate for the school environment; however, the school will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints Procedures Policy.

Make up and cosmetics

- The school rules on makeup and cosmetics are as follows:
- Only natural-looking makeup is permitted
- False nails, nail extensions and fake eyelashes are not permitted
- Only clear nail varnish may be worn
- Temporary tattoos are not permitted

Pupils wearing excessive makeup will be required to remove it

SHIRLEY HIGH SCHOOL PERFORMING ARTS COLLEGE

SHIRLEY HIGH SCHOOL SIXTH FORM DRESS CODE

<u>WHAT TO WEAR</u>

All Sixth Form students take pride in their studies and themselves, and should therefore look presentable at all times.

We want students to be able to express themselves through the way that they present themselves but also wear appropriate attire for a learning environment. We therefore expect students to wear smart/casual attire.

For events such as open evening and parents evenings where students are representing the Sixth Form to our local community, we expect students to have a more formal attire and wear smart clothing such as business suits to represent a working environment.
We wish to encourage students to focus on their learning and so we would expect students to be clean shaven or have a tidy beard, to exercise discretion when applying make-up and nail varnish and all jewellery worn by sixth formers to be discreet. We understand that some lessons require a more practical approach and therefore students are welcome to wear clothing that is suitable for these lessons on the days of these subjects.

ID badges are to be worn AT ALL TIMES. Lanyards will be provided. Any loss will incur a £5 charge for replacement. This is a safeguarding requirement of the school and must be adhered to.

All Sixth Form students take a pride in their school and themselves, and should therefore look smart and presentable at all times**. You should dress as though you were going to work in a formal environment**.

WHAT NOT TO WEAR

The following are NOT allowed:

- Tops or vests, exposing bare midriff, cleavage or chest
- Extremes of style, for example, mini skirts (more than two inches above the knee), shorts must also be to this length
- Sports team shirts (such as football shirts)
- Hats are not to be worn inside the school buildings and coats are not to be worn in lessons
- Inappropriate footwear such as crocs or flip flops

If you attend school dressed in what is judged to be an inappropriate manner, you will be sent home to change, thus wasting valuable learning time. On return you will be required to report back to the sixth form office and sit a detention the same week.

The Senior Leadership Team shall be the final arbiter of what is appropriate.

We want all at SHS to believe in and maintain the values of our school:

