

# Seaham High School



## Uniform Policy

Review Date	Cycle	Reviewer	Adopted	Committee
N/A	3 Yearly	Headteacher	November 2022	Full Governors

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# Uniform Policy

## 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 sex, race, religion or belief, 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 the way that is appropriate for school yet makes them feel most comfortable
- Allow students to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking students or their parents/carers to get in touch with Mr J Henderson Deputy Headteacher, 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/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, the only **compulsory** branded items are the school tie, badge and PE Polo shirt, which enables parents/carers to purchase the vast majority of items from any supplier of their choice
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as tie and school badge
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed 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
- 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 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**

##### **Years 7-10**

- Black skirt (to be at knee length)
- Formal black school trousers (not jeans, skinny fit trousers or leggings) available from any stockist
- White shirt – available from any stockist
- **Optional** Grey school jumper, cardigan or tank top with school logo – uniform supplier only
- School tie – uniform supplier only
- Black blazer with badge – uniform supplier only or black blazer from other stockist with a badge, which can be purchased from the uniform supplier.
- Plain black tights or black or white socks
- Plain black shoes
- School Bag

## **Year 11**

- Black skirt (to be at knee length)
- Formal black school trousers (not jeans, skinny fit trousers or leggings) available from any stockist
- White shirt – available from any stockist
- **Optional** Black (with school name) school jumper, cardigan or tank top – uniform supplier only
- School tie – uniform supplier only
- Black blazer with badge – uniform supplier only or black blazer from other stockist with a badge, which can be purchased from the uniform supplier.
- Plain black tights, black or white socks
- Plain black shoes.
- School Bag

## **P.E. KIT/GAMES WEAR**

All students from Year 7 to Year 11 will be expected to wear the following kit for PE lessons:

- A plain navy blue polo neck shirt with the school logo which can be obtained from the uniform supplier
- Optional – plain navy blue round neck sweatshirt with the school logo which can be obtained from uniform supplier.
- Plain black shorts OR plain black tracksuit bottoms. Optional-plain black shorts or tracksuit bottoms with logo can be obtained from the uniform supplier.
- Training shoes

### **Additional items potentially required for selected activities:**

- Ideally, football boots should be used for lessons taking place on the school field.

## **Outdoor Coats**

- Students should have a suitable outdoor coat for winter or inclement weather, which is waterproof and warm. Students will be asked to remove outdoor coats inside the building.
- The wearing of hoodies is not permitted on school site for safeguarding reasons. Identification of students can be difficult if they are wearing hoodies and this could put staff and students at risk.

## **Jewellery & Piercings**

- Jewellery is not allowed in school. This is for reasons of safety and to guard against damage or loss. All forms of jewellery will need to be removed whilst in school. An exception to this is a watch and one set of earrings which should be a stud or a pair

of studs. The earrings can only be worn if they are in the ear lobe, and not in the middle to higher part of the ear.

- All other piercings are not to be worn in school. If these piercings are seen by staff, your child will be asked to remove the piercing and they will be subject to our Behaviour policy.
- The school would recommend against students bringing expensive items of jewellery, fit-bits or watches including smart watches into school and will not accept any liability for theft, damage or loss

## **Mobile Phones**

- The use of mobile phones is not permitted in school. Whilst we accept that parents/carers may want their children to carry their phone with them for safety reasons on the way to and from school, they should be switched off and out of sight when in school in line with our Behaviour policy. This is for safeguarding reasons and to prevent disruption to lessons.
- The school would recommend against students bringing expensive mobile phones into school and will not accept any liability for theft, damage or loss.

## **Make-Up**

Make-up should be minimal with false eyelashes and drawn on eyebrows not allowed. False Nails are not allowed. This is for safety reasons and we expect parents/carers to support us with this.

### **4.2 Where to purchase it**

Our uniform supplier is JD Fashions 19 Church St, Seaham, SR7 7HQ and branded items such as the school badge, PE shirt and tie can be purchased there in addition to other items of uniform. They now have a Facebook page under J.D. Fashions and Schoolwear for any parents/carers with enquiries. They have also set up a simple website under [www.jdschoolwear.co.uk](http://www.jdschoolwear.co.uk)

Parents/carers are able to choose any other stockist or high street retailer for all non-branded items of uniform.

### **4.3 Second Hand Uniform**

The school welcomes and receives donations of second hand uniform from parents/carers. This is a great opportunity for our school to recycle this and be able to offer good quality second hand pieces at a reasonable cost. Any donations can be dropped off at the school office.

The school will designate a day during the summer holidays annually where parents/carers can come into school and purchase any second hand uniform available. All donated uniform

which will then be available for sale will be in good condition and washed by the school in line with the DFE guidance.

## **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 visits that are organised by the school, or where they are representing the school (if required)

Students are also expected to contact Mr J Henderson Deputy Headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics. Non-uniform days will be kept to a minimum so as not to place additional financial burdens on parents/carers.

### **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 J Henderson Deputy Headteacher 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 endeavour 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 will follow up with the Headteacher if the situation does not improve.

Ongoing breaches of our Uniform Policy will be dealt with by Year Mangers in conjunction with the Deputy Headteacher, Mr Henderson.

In cases where it is suspected that financial hardship has resulted in a student not complying with this Uniform Policy, staff will endeavour to take a mindful and considerate approach to resolving the situation.

### **5.4 Governors**

The governing body 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

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

## **6. Links to other policies**

This policy is linked to our:

- Behaviour Policy
- Equality information and Objectives Statement
- Anti-bullying Policy
- Complaints Policy