



# Uniform Policy

Member of leadership team with lead responsibility for oversight and update of policy	DOW
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Approved by Trustees	
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## Introduction

The government guidance entitled 'Guidance School Uniforms' November 2021, that incorporates the Education Act 2021 Guidance about Costs of School Uniforms, is intended to support the development and implementation of a school uniform policy which is sensitive to the needs of the whole community. Schools should act fairly and reasonably, bearing in mind their duties under the Human Rights Act 1998 and equality and anti-discrimination legislation, which are explained within this document.

It has always been our school policy that all children wear school uniform when attending school or when participating in a school-organised event outside normal school hours. It is our belief that a school uniform plays a valuable role in contributing to the school ethos and setting an appropriate tone.

This document is supported by the Uniform Guide that features further support and detailed examples of acceptable and unacceptable uniform items.

## Aims

Our policy is based on the notion that school uniform:

- Promotes a sense of pride in the school in line with our ethos;
- Engenders a sense of community and belonging towards the school;
- Supports positive behaviour and discipline;
- Is practical, comfortable and smart;
- Identifies the children with the school and encourages identity with the school;
- Makes children feel equal to their peers in terms of appearance and helps nurture cohesion between different groups of pupils;
- Is regarded as suitable wear for school and good value for money by most parents.

## Cost and value for money

The 2021 Department for Education guidance states that the highest priority should be given to ensure the cost of school uniform is reasonable and secures the best value for money. The school regularly compares uniform costs with those of other schools to ensure overall costs are in line with similar schools. In line with the DfE guidance, the school will run regular tendering competitions (at least every five years) where more than one supplier can compete for the contract and where best value for parents is secured.

The school keeps branded items to a minimum. A number of optional items of uniform are included to support an element of choice and the PE uniform in particular includes the option to choose to purchase logoed items or non logoed items, as preferred. Trousers, shirts, shoes, socks, coats and bags are all generic and can therefore be purchased from a range of high street stores.

## Provision of second-hand uniforms

Second hand school uniforms are available for parents to acquire at Acorns in Tamworth. Parents are encouraged to donate second hand uniforms when their children leave the school or outgrow school uniform, to support members of the school community. Items can be dropped off directly at Acorns or at the school.

## Human Rights, Equality and Discrimination

The school recognises that some religions and beliefs require their adherents to conform to a particular dress code, or to otherwise outwardly manifest their belief. This could include wearing or carrying specific religious artefacts, not cutting their hair, dressing modestly or covering their head. Students have the right to manifest a religion or belief but not necessarily at all times, in all places or in a particular manner.

Where the school has a good reason for restricting such freedoms, for example, a genuine health and safety or security considerations, the restriction of an individual's rights to manifest their religion or belief may be justified. In these cases, the Headteacher will balance the rights of the individual student against the best interests of the school community as a whole. Nevertheless, the school will engage in consultation and dialogue, to accommodate religious requirements, wherever possible.

Reasonable adjustments will be made, as appropriate, for pupils with a disability.

This policy has been carefully formulated to ensure that uniform is no more costly for either gender. There is no requirement for either boys or girls to wear gender specific uniform.

## The Uniform

- Burgundy school blazer, with school badge.
- Plain black trousers (not black jeans, skin-tight trousers, hipsters, cords or combat trousers).
- Plain white blouse or shirt. Coloured T-shirts should not be visible underneath them.
- House tie.
- Optional plain black school skirt with school badge supplied only by our uniform provider, which is currently Anglia Sports and Schoolwear (a link can be found on The Polesworth School website.)
- Optional plain knit black v-neck pullover with school badge supplied only by our approved uniform provider. Cardigans/hoodies are not permitted as an alternative.
- An outdoor coat or jacket. (Not a sweatshirt, hoodie or track suit top. Any jacket must have full length opening.)
- White or black ankle socks or plain black tights (no knee-high socks or knee-high tights).
- Plain black shoes - not boots or trainers. Boots may be worn **only** if the weather is particularly bad and, on these occasions, trousers must not be tucked into the boots. Shoes must be of a smart, safe and sensible design - not canvas plimsolls, black trainers or shoes with writing on them such as Nike ticks in white or black.
- See Uniform Guide for further details and images.

## P.E Kit

- Black shorts with school badge or **plain** black sports shorts.
- Black polo shirt with school badge
- Black and gold logoed rugby shirt
- Black football socks - these can be the school logoed socks or plain black.
- Plain black leggings (non see through) without any logos
- Students may choose to wear their polo shirt with a plain black long-sleeved skin/thermal underneath.
- Students participating in football or hockey must also wear shin pads. Students are also advised to be equipped with a gum shield, for contact sports.

## Jewellery and Make-up

- Jewellery should be minimal. Only **ONE** pair of **small stud earrings** is allowed. Rings should be limited to one ring on each hand. Bracelets and bangles are not permitted.
- Nose studs and other facial piercings are **NOT** permitted and no other visible body piercings are allowed.
- There should be no visible body art.
- Fashion belts/brightly coloured belts are not permitted.
- We do not allow extremes of hairstyle, hair colour or hair accessories. Hair should not be closely shaved, patterned or multi coloured. Only natural hair colours are permitted.
- Make up must not be extreme.
- No false or excessively long nails. Only natural shades of nail polish may be worn.

**Please see the Uniform Guide for more specific details and supporting images.**

The school receives pupil premium funding that may be used to subsidise the purchase of compulsory school uniform, in cases of extreme hardship. Requests should be put in writing and addressed to the Headteacher.

The Headteacher reserves the right to decide what is acceptable in light of the school's standards and what is appropriate for a busy working community.

## The Role of Parents

We expect all parents to support the school uniform policy. We believe that parents have a duty to send their children to school correctly dressed and ready for their daily schoolwork. One of the responsibilities of parents is to ensure that their child has the correct uniform, and that it is clean and in good repair.

We understand that a minority of students push at the boundaries of uniform acceptability and parents can sometimes be left feeling somewhat unsure about the uniform required. This policy serves to clarify for parents the exact requirements that we expect from all students. Parents should be aware that at The Polesworth School it is common practice for

all staff to challenge students who are not in full school uniform. Any student out of uniform is therefore likely to be questioned about this throughout the day.

It is important that each item of clothing is labelled with the child's name as this avoids problems of clothing getting mixed up, particularly in PE changing rooms. Clear labelling means that if an item of uniform is mislaid it can be identified and returned quickly

## **The Role of Governors**

The Governors support the Headteacher in implementing the school uniform policy. They consider all representations from parents regarding the policy and liaise with the Headteacher to ensure that the policy is implemented fairly and sensitively. It is the Governors' responsibility to ensure that the school uniform meets all regulations concerning equal opportunities. Governors ensure that the school uniform policy helps children to dress sensibly in clothing that is hardwearing, safe and practical.

The governing board will ensure a written contract is in place with the supplier of any branded items.

## **Failure to Wear Acceptable Uniform to School**

If a student fails to wear acceptable uniform to school, they will be sent to Student Services where items of uniform will be provided for them to wear temporarily. Incorrect items of uniform, such as hoodies, trainers and excessive or disallowed jewellery, will be confiscated. Students will be advised to collect confiscated uniform items from Student Services at the end of the school day.

Teachers will discipline pupils for breaching the school's rules on appearance or uniform in accordance with the school's behaviour policy. In accordance with our Behaviour and Discipline Policy, breaches of the school uniform policy will result in sanctions, including loss of social times.