

# Kesgrave High School



## Uniform Policy

This policy is reviewed every five years

### Policy Approval

Where	Chair	When
EE	Mr David Bevan	11 October 2022 and February 2023

Chair of Governors	Sue White
Headteacher	Julia Upton

### Policy History

Issue No.	Author	Date written	Approved by governors	Comments
1	Lynsey Warfield	20.9.22	11.10.22 final 7.2.23	Uniform expectations have always been clearly agreed with governors and clearly published with parents and carers. Policy formalises in line with new statutory guidance.

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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 sex, race, religion or belief, and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing uniform items based on sex, to give all pupils 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 pupils
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow pupils to wear religious symbols
- Respond to requests for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the school, via their child's Head of Year, to 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' 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 the nature of any items with distinctive characteristics
- Avoiding specific requirements for items pupils 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 groups
- Endeavouring to de-gender the uniform to aid equality and limit discrimination
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents 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 and pupils 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**

- **School Uniform**
- Dark blue trousers from Coes/PMG (Girls).
- Dark grey school trousers from Coes/PMG (Boys).
- Plain navy round-necked sweatshirt with school crest from Coes/PMG.
  - OR Plain navy jumper with school crest from Coes/PMG
  - OR Plain navy cardigan with school crest from Coes/PMG.
- Light blue polo shirt with school crest from Coes/PMG.
- Black socks – plain.
- Black shoes (not trainers, boots, plimsolls or high-heeled).

\*Please note we are currently reviewing with our providers the variations in colour for trousers.

#### **The branded items that are required include**

- Plain navy round-necked sweatshirt, jumper or cardigan of choice with school crest from Coes/PMG.
- Light blue polo shirt with school crest from Coes/PMG.

#### **The school will accept generic items instead of branded ones for the following:**

- Trousers, socks, shoes, coats, bags.

#### **Expectations for hairstyles (taking into account the requirement described above to avoid discrimination in line with the Equality Act 2010)**

- Extreme hairstyles including shaven, patterns, tram lines or mohicans are **not** permitted. Unnatural colours/dye such as reds, blue, pink, etc are not permitted.

#### **Expectations for jewellery (taking into account the requirement described above to avoid discrimination in line with the Equality Act 2010)**

- Students are only permitted to wear a watch and one earring in each lobe (if they choose). No other jewellery is permitted. Special consideration may be applied for where the item is of a religious nature.

#### **Expectations for coats**

- We ask that students have a warm, waterproof coat for outdoor wear as social time (break and lunch) is spent outdoors. A hood on such items is permitted for warmth/shelter.

#### **Hoodies**

- Hoodies or those with a zip/non-KHS branded sweatshirts are not permitted.

#### **PE kit**

##### **Essential branded items include:**

- KHS PE polo shirt from SWI
- KHS shorts or skort from SWI
- KHS football socks from SWI

**Optional branded items include:**

- KHS training top from SWI
- KHS sports leggings from SWI
- KHS tracksuit bottoms from SWI

**The school will accept generic items instead of branded ones for the following:**

- Trainers, football boots, plain white socks, skins, black leggings, black leotard

## **4.2 Where to purchase it**

Our branded school wear can only be purchased from:

**Coes of Ipswich**

**20-28 Norwich Road, Ipswich.**

**www.coes.co.uk**

Coes offer a free alteration service which may be helpful when purchasing school trousers.

**PMG Retail**

**40 Westgate Street, Ipswich.**

**www.pmg schoolwear.co.uk**

**PE Kit is available to buy online via Sportswear International**

**www.swischoolwear.co.uk**

### **Second-hand uniform – Our Nearly New Shop:**

At KHS we are proud to run our very own ‘Nearly New Shop’. This is led by a team of amazing, volunteer parent/carers and staff who feel passionate about this being a much-needed feature of our school. We sell a wide range of uniform including polo shirts, trousers, sweatshirts, PE Kit, dance kit, chef whites and more.

Uniform sale days are held on the:

- First Monday of every month during term time
- 4-5pm
- Thomas Theatre Foyer
- CASH ONLY

Other pop-up dates will be offered and will be communicate via our Twitter feed and ParentMail facility, including PD Days at the beginning of the school year. Where appropriate we will also host additional sales at some of our face-to-face events.

We have a donation bin at the front of school for any items that still have life and wear left in them. We accept all items, including shoes and are grateful if they can be laundered/cleaned prior.

## **5. Expectations for our school community**

### **5.1 Pupils**

Pupils 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)

## **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 and carers should contact the school, via their child's Head of Year, if they have any requests or concerns with regard to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

We are able to offer some financial support to parents and carers and our nearly new shop offers good quality uniform at very discounted prices.

Parents 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 to arrive at a mutually acceptable outcome.

## **5.3 Staff**

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with through our Behaviour Policy.

In cases where it is suspected that financial hardship has resulted in a pupil 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 and pupils
- Offers a uniform that is appropriate, equitable, practical and safe for all pupils
- Endeavours to secure best value for money, mindful of affordability for families, in line with statutory guidance from the Department for Education on the cost of school uniform.

## **6. Monitoring arrangements**

This policy will be reviewed every three years. At every review, it will be approved by the Educational Excellence Committee of the governing body.

## **7. Links to other policies**

This policy is linked to our:

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

Other useful guidance:

- [UNIFORM GUIDANCE WEAR IT WITH PRIDE 2022 2023 .docx](#)
- Student Handbook 2022 2023 – Page 54 & 55