

Simon Balle All-through School

Creating tomorrow's citizens today



UNIFORM POLICY

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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

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, 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 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 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 related to their sex, gender or gender reassignment
- 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 contact the school via email and a member of the Senior Leadership Team will answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

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 uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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
- Avoiding specific requirements, wherever possible, 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 leveller
- 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/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 the policy

Expectations for school uniform

Our school's uniform

Primary uniform - daywear

The following uniform can be worn all year round:		
Item	Compulsory or Optional	Where to purchase
Logo sweatshirt/cardigan	Compulsory	Kids Connection
Logo fleece	Optional	Kids Connection
Plain white polo shirt	Compulsory	Kids Connection or high street
Logo white polo shirt	Optional	Kids Connection
Tartan skirt/pinafore	Compulsory	Kids Connection
With skirt/pinafore: plain bottle green tights or plain bottle green or white socks	Compulsory	High street
Black school trousers	Compulsory	Kids Connection or high street
With trousers: plain black socks	Compulsory	High street
Logo book bag (Reception to Year 2)	Compulsory	Kids Connection
Logo rucksack (Year 3 to Year 6)	Compulsory	Kids Connection
Coat	Compulsory	High street
Black leather or patent shoes	Compulsory	High street

Bottle green hair accessories (no other colour is permitted)	Optional	Kids Connection or high street
In addition to all of the above, the following uniform can be worn in the summer only (after the Easter holiday until October half term):		
Item	Compulsory or Optional	Where to purchase
Gingham (green/white) summer dress or playsuit	Optional	Kids Connection or high street
Grey shorts	Optional	High street
With grey shorts: plain grey socks	Optional	High street
Bottle green cap (with neck protection)	Optional	Kids Connection

Primary uniform - PE kit

Item	Compulsory or Optional	Where to purchase
House coloured PE T-shirt (Reception to Year 2)	Compulsory	Kids Connection
Logo green PE T-shirt (Year 3 to Year 6)	Compulsory	Kids Connection
Black shadow stripe shorts	Compulsory	Kids Connection
Black jogging bottoms	Optional	High street
Trainers (any colour)	Compulsory	High street
Logo PE bag	Compulsory	Kids Connection

Swimming kit (Year 1 to Year 6) (swim wear not beach wear)	Compulsory	High street
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Secondary uniform - daywear

The following uniform can be worn all year round:		
Item	Compulsory or Optional	Where to purchase
White collared shirt	Compulsory	Stevensons or high street
With collared shirt: logo tie	Compulsory	Stevensons
White reverse collar shirt/blouse	Compulsory	Stevensons or high street
Logo jumper (green) (Year 7 to Year 9)	Compulsory	Stevensons
Logo jumper (maroon) (Year 10 to Year 11)	Compulsory	Stevensons
Tartan kilt	Compulsory	Stevensons
With kilt: plain black tights or plain black or white socks	Compulsory	Stevensons or high street
Black trousers	Compulsory	Stevensons or high street
With black trousers: plain black socks	Compulsory	High street
Bag	Compulsory	High street
Coat	Compulsory	High street
Black leather or patent shoes	Compulsory	High street

In addition to all of the above, the following uniform can be worn in the summer only (after the Easter holiday until October half term)

Item	Compulsory or Optional	Where to purchase
Smart black shorts (equivalent material to school trousers)	Optional	Stevensons or high street

Secondary uniform - PE kit

Item	Compulsory or Optional	Where to purchase
Logo polo shirt (tailored or regular fit)	Compulsory	Stevensons
Logo midlayer	Compulsory	Stevensons
Logo shorts (athletic or regular fit)	Compulsory	Stevensons
Green sports socks	Compulsory	Stevensons
Logo jogging bottoms	Optional	Stevensons
Logo leggings	Optional	Stevensons
White crew socks	Optional	Stevensons or high street

Sixth Form uniform

Respecting the fact that some of our Sixth Form students are young adults, there is not a prescriptive uniform for Sixth Form. However, the Sixth Form dress code is formal business wear and some items of clothing are not permitted.

Examples of acceptable clothing in Sixth Form:

- Tailored jacket
- Tailored trousers/skirt/dress

- Shirt and tie
- Formal tailored shirt
- V-neck jumper
- Formal cardigan
- Smart dark shoes

Examples of clothing not permitted:

- Denim or leather clothing
- Hooded tops or sweat tops or sweatshirts
- Trainers, Vans, Converse, lace up boots (including Doc Martens), plimsolls or any shoes of this style
- Sportswear (if you study sports and need to wear sportswear for your subject, you must bring a separate kit to change into)
- Shirts and blouses that do not cover the midriff or shoulders
- Dresses or skirts with a length not appropriate for a formal workplace

General uniform principles for all students

- No false eyelashes, false nails or nail polish
- No jewellery other than one or two small, plain stud earring in each ear
- No facial piercings, including nose, eyebrow or tongue studs or rings (a single, plain nose stud is allowed in Sixth Form only)
- Hairstyles and make-up should be moderate
- No body art, transfers, tattoos etc.
- No colourful or oversized hair accessories are allowed e.g. large flowers, bows
- No trainers, canvas/fabric shoes, boots (except in severe weather conditions), pumps or shoes with logos
- No hoodies
- Outdoor jackets must be plain. No denim, leather, large fur hoods or logos larger than a credit card
- Secondary students should use appropriate bags for school

Where to purchase uniform

To purchase Primary uniform from Kids Connection, please visit their [website](#).

To purchase Secondary uniform from Stevensons, please visit their [website](#) (registration required).

'High street' uniform can be purchased from any online or high street retailer.

Pre-loved uniform

Pre-loved uniform is available and we encourage parents to enquire as to stock availability with the school office before purchasing new uniform.

Expectations for our school community

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)

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 asked to contact their child's class teacher/ form tutor and/or Phase Leader/ Head of Year with any uniform questions or concerns. We will always support parents/carers where there may be concerns with financial hardship.

Staff

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

Ongoing breaches of our uniform policy will be dealt with in accordance with the school's Behaviour Policy.

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.

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 by re-tendering contracts at least every 5 years.