



School Uniform Policy

Person responsible: Chris Wilson

Date Adopted: 9th July 2021

Date of next review: July 2023

Governor's signature: David Bishop

A handwritten signature in dark ink that reads 'D Bishop' with a horizontal line underneath.

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Statement of intent

Queensbury School is committed to promoting equality and value for money, and to ensuring that no pupil is discriminated against due to their religion or belief, economic circumstances or social and cultural background – this policy contains provisions to meet these objectives.

This policy has been created with health and safety, value for money and practicality at its heart. It has been designed to ensure pupils wear clothing conducive to a successful learning environment.

It is important that our pupils feel a sense of belonging and community through a smart and practical uniform. We believe a uniform allows all pupils, regardless of background, to feel equal to their peers and confident in their appearance. We also believe it is important for activities to be facilitated by specialised and appropriate clothing such as sports-specific attire.

1. Legal framework

- 1.1. This policy has due regard to all relevant legislation including, but not limited to, the following:
 - Education and Inspections Act 2006
 - Education Act 2011
 - Human Rights Act 1998
 - Equality Act 2010
 - The General Data Protection Regulation
 - Data Protection Act 2018
- 1.2. This policy has due regard to all relevant guidance including, but not limited to, the following:
 - DfE (2014) 'School Admissions Code'
 - DfE (2013) 'School uniform'
- 1.3. This policy operates in conjunction with the following school policies:
 - Complaints Procedures Policy
 - Behavioural Policy

2. Roles and responsibilities

- 2.1. The Governing Body is responsible for:
 - Establishing, in consultation with the Executive Head Teacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
 - Ensuring that equal opportunities are considered regarding the school's uniform and that no person is discriminated against.
 - 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 accessible and affordable.
- 2.2. The Executive Head Teacher is responsible for:
 - Enforcing the school's uniform on a day-to-day basis.
 - Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.
 - Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the Governing Body.

- Providing pupils with an exemption letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting top.
- 2.3. Teachers are responsible for:
- Ensuring that pupils dress in accordance with this policy at all times.
 - 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.
- 2.4. Parents are responsible for:
- Providing their children with the correct school uniform as detailed in this policy.
 - Informing the Executive Head Teacher if their child requires a more relaxed uniform policy for a period of time, including why.
 - Ensuring that their child's uniform is clean, presentable and the correct size.
- 2.5. Pupils are responsible for:
- Wearing the correct uniform at all times, unless the Executive Head Teacher has granted an exemption.
 - Looking after their uniform as appropriate.
 - Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

3. Cost and availability

- 3.1. In accordance with the School Admissions Code, the school ensures that the school's uniform policy does not discourage parents from applying for a place for their child.
- 3.2. The school is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.
- 3.3. The school works with multiple suppliers to obtain the best value for money possible. Any savings negotiated are passed to parents where possible.
- 3.4. The school does not enter into exclusive single supplier contracts or cash-back arrangements.
- 3.5. The school does not amend uniform requirements regularly and takes the views of parents and pupils into account when considering changes to school uniforms.
- 3.6. Where wholesale changes are required, the school ensures that assistance is provided to parents struggling to meet the associated costs.

4. Religious clothing

- 4.1. Some religions and beliefs require their members to conform to a specific dress code. The school does not discriminate against any religion or belief; however, the school weighs the needs and rights of individual pupils against the cohesion and health and safety concerns of the entire school community.
- 4.2. The school endeavours to allow religious requirements to be met where possible.
- 4.3. Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the Executive Head Teacher and Governing Body, and always in accordance with the school's Complaints Procedures Policy.

5. Equality

- 5.1. The school is required to ensure that this policy does not discriminate unlawfully.
- 5.2. Every step has been taken to ensure that the cost of girls' and boys' uniforms are not disproportionate.
- 5.3. The school endeavours to ensure that our uniform is as gender neutral and inclusive as possible.
- 5.4. Pupils identifying as a member of the opposite sex are able to adapt uniform regulations in line with the school's Equality Policy.

6. Complaints and challenges

- 6.1. The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.
- 6.2. To make a complaint, parents should refer to the Complaints Procedures Policy and follow the stipulations outlined.
- 6.3. When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome.
- 6.4. Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

7. School uniform supplier

- 7.1. Our school uniform supplier is:
 - Trutex Erdington
 - 73 The High Street, Erdington, B23 6SA
 - Tel: 0121 350 8444

8. Non-compliance

- 8.1. Teachers are permitted to discipline pupils for breaching this policy, in accordance with the school's Behavioural Policy.
- 8.2. The Executive Head Teacher, or a person authorised by the Executive Head Teacher, is permitted to ask a pupil to briefly go home to remedy breaches to the school's uniform.
- 8.3. When deciding whether to allow a pupil to return home, the school considers the pupil's age and vulnerability, the length of time it will take, and the availability of the pupil's parents.
- 8.4. Where a pupil has been sent home to rectify uniform breaches, the absence is recorded as 'authorised'.
- 8.5. If a pupil repeatedly breaches uniform rules, or takes longer than necessary to rectify the absence, the absence is counted as 'unauthorised'.
- 8.6. Parents will be notified in all cases.

9. School colours

- 9.1. Our school colours are as follows:
 - Blue
 - Green

10. The uniform

- 10.1. The school endeavours to ensure that our uniform is as gender neutral as possible.
- 10.2. Pupils who identify as the opposite sex to their birth sex are permitted to wear the uniform of their preferred gender, in accordance with the Equality Policy.
- 10.3. The boys' uniform is as follows:
 - School sweatshirt with school logo
 - White or navy polo shirt
 - School fleece with logo
 - School book bag with school logo
 - Grey or black trousers
 - Black shoes
- 10.4. Trainers are not considered suitable footwear.
- 10.5. The girls' uniform is as follows:

- School sweatshirt with school logo or school cardigan with school logo
- White or navy polo shirt
- School fleece with logo
- School book bag with logo
- Grey or black trousers, or grey skirt
- Black shoes

10.6. Pupils who are wearing skirts must also wear black tights.

10.7. High heels are not permitted; however, block heels of no more than 3cm can be worn.

10.8. Sensible plain black shoes must be worn by both boys and girls.

10.9. Skirts must be knee-length.

10.10. Black jeans are not permitted.

10.11. PE kits are as follows:

- School white T-shirt with school logo
- School shorts
- School gym bag with school logo
- Suitable trainers
- Suitable sports footwear, e.g. football boots

10.12. Parents are responsible for ensuring their child brings their PE kit to school when needed.

10.13. Sixth form students will not be required to wear uniform. Sixth formers will instead be expected to purchase and wear a teal hoodie or polo shirt with the school logo to wear to community access. When in school sixth formers will make appropriate choices in terms of attire and will come to school in smart/casual dress.

11. Jewellery

11.1. The only permitted jewellery that may be worn is:

- One pair of stud earrings – no other piercings are permitted.
- A smart/sensible wrist watch.

11.2. Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded.

11.3. All jewellery must be removed during practical lessons, e.g. during PE lessons and science experiments.

12. School bag

- 12.1. Pupils must use an appropriately sized waterproof bag to carry their books and equipment. It should hold A4-sized work books comfortably without causing any damage.
- 12.2. School bags featuring inappropriate images, slogans or phrases are not permitted.
- 12.3. The school encourages pupils to bring non-valuable bags to school. The school will not be liable for lost or damaged school bags.

13. Hairstyles

- 13.1. The school reserves the right to make a judgement on the suitability of pupils' hair and appearance.
- 13.2. Extreme hairstyles, such as mohawks and patterned or brightly coloured hair, are unacceptable.
- 13.3. Pupils with what could be deemed extreme hairstyles may be exempt from the rule above on racial or religious grounds, taking into consideration each individual pupil's scenario.
- 13.4. Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk.
- 13.5. Long hair must be tied up during practical lessons, e.g. during PE.
- 13.6. Bandana style headbands and flowers/bows or excessive hair accessories are not to be worn; however, plain hair clips or bands are acceptable.
- 13.7. Hair extensions are not permitted.

14. Make-up

- 14.1. False nails and nail extensions are not permitted.
- 14.2. Only clear nail varnish may be worn.
- 14.3. No pupil is allowed to wear make-up.
- 14.4. Pupils wearing make-up are required to remove it or, if appropriate, will be sent home to remove it.
- 14.5. There may be exceptions to the above in extreme circumstances, at the Executive Head Teacher's discretion, e.g. a pupil may be permitted to cover heavy scarring/skin damage.

15. Adverse weather

- 15.1. Everyone working at/attending the school during hot weather conditions is required to wear sun-safe clothing that covers as much of their skin as possible.

15.2. This includes wearing:

- Loose fitting shirts and dresses with sleeves and collars or covered necklines.
- Over the knee skirts, shorts or trousers.
- Tops that cover the shoulder area.

15.3. During hot weather, lightweight clothing is required to reduce the risk of overheating. Pupils are advised not to wear their jumpers during heatwaves.

15.4. If outside during break times, pupils not wearing sun-safe clothing are advised to stay in an area protected from the sun, or spare clothing is provided.

15.5. Pupils are encouraged to wear sunglasses with UV protection.

15.6. During cold weather, pupils are required to wear scarfs, gloves, coats and hats when they are outside.

15.7. Pupils are permitted to wear long jogging bottoms and plain hoodies during PE in cold weather.

16. Labelling

16.1. All pupils' clothing and footwear is clearly labelled with their name.

17. Monitoring and review

17.1. This policy is reviewed every two years by the Chair of Governors and the Executive Head Teacher.

The scheduled review date for this policy is May 2023

