School Uniform Policy

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Date Adopted: March 2024, June 2025

Date of next review: July 2026

Governor's signature:

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1. Aims

- Set out our approach to promote equality and value for money, and to ensuring that no student is discriminated against due to their religion or belief, economic circumstances or social and cultural background.

- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010

- It is important that our students feel a sense of belonging and community through a smart and practical uniform. It has been designed to ensure students wear clothing conducive to a successful learning environment We believe a uniform allows all students, 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. This policy clarifies our expectations for school uniform

2. Our school's legal duties

This policy has due regard to all relevant legislation including:

- Guidance and costs of School Uniform Act 2021
- DfE (2014) 'School Admissions Code'
- DfE (2023) 'School Uniform Guidance'
- The Equality Act 2010

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behavioural Policy

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 during some activities)
- 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 to get in touch with a member of SLT who can answer questions about the policy and respond to any requests

3. Limiting the cost of school uniform

Our school has a relaxed approach to uniform as we understand the differing needs of our students.

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 will make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents and carers

We will do this by:

- 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 different year/class/house Groups
- Avoiding different uniform requirements for extra-curricular activities
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes

- The school does not amend uniform requirements regularly and Consults with parents and students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy
- Our school has a uniform swap shop, available to all families

Queensbury School

School Uniform Swap Shop

Queensbury School Uniform Swap Shop is open for you to pass on any good quality school uniform your child no longer needs and pick up the next size for FREE.

The shop is open to everyone—no need to donate. But if you do have any school trousers, shirts or jumpers your child has outgrown they would be gratefully received.

Please email sch.family-support@queensbury.eiat.org.uk or call school and ask for School Uniform Swap Shop.

4. Expectations for school uniform

4.1. Our school's uniform

In accordance with the School Admissions Code, our school's uniform policy does not discourage parents from applying for a place for their child.

The school Uniform

- A navy blue sweatshirt or fleece preferably with our school logo
- White or blue polo shirt with preferably our school logo.
- Black or grey trousers
- Black or grey skirt, skirts should be knee length
- coats should have their child's name written in side of them
- Black comfortable school shoes or black trainers

PE kit

- White t-shirt preferably with our school logo
- Shorts or tracksuit bottoms
- Suitable trainers

School Bag

- Students should bring a bag or backpack to carry their books and equipment. It should hold A4- sized work comfortably
- Bags or Backpacks featuring inappropriate images or slogans are not permitted.
- The school encourages students not to bring non-valuable bags to school. The school will not be liable for damaged school bags

Jewellery

- Jewellery should be discreet and safe. A single pair of studs is allowed and a watch can be worn.
- Jewellery is the responsibility of the student and not the school. Lost or damaged items will not be refunded.

Hairstyles

- Extreme hairstyles such as Mohawks and patterned or brightly coloured hair are not acceptable
- Long hair must be tied up during practical lessons

Make-up

- False nails and nail extensions are not permitted
- Students should not be extreme
- There may be exceptions at the Executive Head Teachers discretion due to heavy scaring or skin damage

New Horizons 6th form

- Sixth form students will not be required to wear uniform. Instead students will be asked to purchase and wear a teal hoodie or polo shirt with the school logo to wear on community access.
- When in New Horizons students will make appropriate choices in terms of their attire and will come in smart/casual dress

4.2. Where to purchase it

Parents and Carers can obtain our uniform in most supermarkets.
Sweatshirts and Polo shirts with our school logo can be purchased from Crested School Wear in Erdington.
71 The High Street, Erdington B23 6SA Tel 0121 3508444 or online at crestedschoolwear.co.uk, where you will be directed to the online uniform shop.
Pricing and sizing details are available on the website.
The uniform is supplied directly to parents/carers chosen delivery address.

The website offers free returns if parents/carers are not satisfied with their purchase

5. Expectations for our school community

5.1. Students

- Students are responsible for wearing the correct uniform at all times
- Understand a respect why school uniform is important to the school, e.g. school identity and community

5.2. Parents and carers

- Parents and carers are responsible for making sure their child is wearing the correct uniform as detailed in this policy. Ensuring that their childs uniform is clean, presentable and the correct size.

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

- Parents are also expected to contact the Executive Head Teacher if their child requires a more relaxed uniform policy due to their child's protected characteristics

- Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the Executive Head Teacher and Governing Body.

- Parents are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner and 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 ensure that students understand why having a consistent and practical school uniform is important, e.g. school identity

- Staff will closely monitor pupils to make sure they are in suitable clothing for learning. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the Executive Head Teacher if the situation doesn't improve.

- 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 and can refer families to our school uniform swap shop.

5.4. Executive Head Teacher

- Ensure that the uniform policy is followed on a day-to-day basis
- Ensuring that teachers understand the policy and what to do if there is a breach
- Listen to the opinions and wishes of the school community in regard to the school uniform and making appropriate recommendations to the Governing Body

5.5. 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 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, for example by avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

6. Monitoring arrangements

This policy will be reviewed every two years by SLT. At every review, it will be approved by the full governing board.

7. Links to other policies

This policy is linked to our:
Behaviour policy
Complaints policy