



Church Stretton school Uniform policy

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1. Aims and importance

1.1 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

1.2 Importance

Church Stretton schools' uniform policy is based on the following principles in that it:

- › promotes a sense of pride in being a member of Church Stretton school
- › engenders a sense of community and belonging towards the school
- › is both practical and smart
- › identifies the pupils with Church Stretton school
- › makes pupils feel equal to their peers in terms of appearance
- › is regarded as suitable wear for school and good value for money
- › supports positive behaviour and discipline

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 (except for extreme hair styles and un-natural hair colours)
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the Assistant Headteacher (PD, B&A) who can 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 (items that have a school logo) can only be purchased from one retailer 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 whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics to the school polo shirt, school jumper, PE tops and school tie (prefects only)
- 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 school fleece, so that the school's uniform can act as a social leveler
- Avoiding different uniform requirements for different year groups (except prefects)
- 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

Parents will be reminded in the summer term of our uniform expectation for the coming September.

Students are expected to be in full school uniform when they arrive at school each day. This consists of:

- A school jumper and school polo shirt (both with the school logo and the house embroidered)
- Plain black trousers (no jeans, leggings, chinos or tracksuit bottoms) of a regular or tailored fit (no skinny fit), or a plain black pencil or box-pleat skirt (not stretchy or fully pleated) worn no more than 2" above the knee. In warmer weather a pair of plain black knee length tailored shorts (without external pockets) may be worn.

- An optional school fleece may be worn in addition to the school polo and jumper.
- Plain black leather (or leather effect) polishable school shoes, that fasten (laces, buckle or Velcro) with a low heel (maximum 1"). No boots, canvas shoes or trainers or shoes with logos or branding are to be worn.
- A plain outdoor coat (navy, black or grey) may be worn to school but must be removed before entering the school building.
- Plain black socks (not trainer socks) or plain black tights (no patterns)

For PE lessons students will require the following:

- A long sleeve outdoor PE top and a short sleeve indoor polo shirt (with the school logo)
- Navy shorts or skort
- Long navy socks
- Trainers and studded footwear
- Swimming kit that is either navy or black

4.2 Appearance

- Students may wear a wristwatch (not a smart watch) and either a single stud or pair of stud earrings. Nose piercings must be replaced with a clear plastic retainer. No other jewellery is allowed to be worn in school.
- Hairstyles must be of a natural colour and must not be of an extreme style (e.g., grade one cuts)
- Nail varnish or false nails are not to be worn in school.
- Eye make-up or false eyelashes should not be worn in school.
- Lip stick/gloss is not to be worn in school.
- If foundation is worn it must be of a neutral colour.
- Any facial hair should be kept tidy.

4.3 Where to purchase it

All items of school uniform with the school logo can be purchased from

School Shop Direct

5 Henley Way

Shrewsbury

SY1 4NP

Tel 01743 440449

Or via their website

www.schoolshopdirect.co.uk

- All other items of uniform can be purchased from any high street or online retailer if it meets the criteria set out in section 4.1
- At certain times second-hand uniform may be available, this will be advertised through the school newsletter (The Link)

5. Expectations for our school community

5.1 Pupils

Pupils are expected to always wear the correct uniform (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)

Pupils are also expected to contact their Head of Key Stage if they wish to request an amendment to the uniform policy in relation to their protected characteristics.

Pupils who are incorrect uniform will be dealt with using the sanctions list in Appendix A.

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 will receive a letter in the summer term reminding them of the expected uniform for the following September.

If a child is unable to wear the required uniform the parent/carer must provide a note for the tutor explaining the reason and the time frame for any alternative uniform.

Parents of pupils who arrive in school with incorrect uniform may be required to bring in correct uniform of give permission for their child to return home to get changed into correct uniform.

Parents are also expected to contact their child's Head of Key Stage if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics

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, starting with the tutor each morning. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the Head of Key Stage if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Assistant Headteacher (PD, B&A)

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, practical and safe for all pupils

6. Monitoring arrangements

This policy will be reviewed every three years by the Assistant headteacher (PD,B&A). At every review, it will be approved by Church Stretton school Local Governing body.

7. Links to other policies

This policy is linked to our:

- › Behaviour for learning policy
- › Equality information and objectives statement
- › Complaints policy

Appendix A

Church Stretton school- Uniform sanctions

Parents will be reminded in the summer term of our uniform expectation for the coming September. Students who arrive in incorrect uniform may be asked to return home (with parental consent) and change or parents may be asked to bring in correct uniform for them.

<u>Stage 1</u> – First offence	Spoken to by tutor Tutor emails home Recorded on Go4school
<u>Stage 3</u> – Second offence	Meeting with tutor Tutor calls home Recorded on Go4school
<u>Stage 3</u> – Repeat offences	Meeting with Head of Key Stage Head of Key Stage calls home Loss of social time for continued breeches Recorded on Go4schools
<u>Stage 4</u> – Continued offences	Meeting with Head of Key Stage Head of Key Stage invites parents in for a meeting Loss of social time for continued breeches Recorded on Go4schools
<u>Stage 5</u> – Persistent offences escalated to AHT	Student and parent meeting with AHT and HoKS Loss of social time for continued breeches Recorded on Go4schools

Appendix B

Copy of school uniform classroom poster

Our School Uniform

- ✓ Trousers or shorts, black regular or tailored fit
- ✓ Skirts, black, straight or boxed-pleat, no more than 2" above the knee
- ✓ Polo shirts, navy with school logo
- ✓ Jumper, navy with school logo
- ✓ Tights, black and plain
- ✓ Socks, black and plain
- ✓ Shoes, black, polishable sensible, low heeled
- ✓ Wristwatch (not smart)
- ✓ Single or pair of stud earrings
- ✓ Hair colour-natural
- ✓ Prefects -white shirt & tie
- ✗ Jeans, chinos, leggings, tracksuit bottoms or skinny fit trousers
- ✗ Skater style or fully pleated skirts, or made of stretch fabric
- ✗ T-shirts worn under polo shirt
- ✗ Trainers/Boots/canvas shoes/slip-on
- ✗ Hoodies/sweatshirts
- ✗ Nail varnish
- ✗ Excessive make-up
- ✗ No other jewellery
- ✗ Facial/body piercings
- ✗ Extreme hairstyles
- ✗ Coats, jackets, or scarves indoors

Appendix C

Example of summer letter regarding uniform

Dear Parents/Carer,

As we reach the end of term, I would like to take the opportunity to thank you for your support this year in sending your child/ren to school in the correct uniform, dress code and appearance. This really makes a difference as it ensures we can focus our conversations on learning rather than spending time on challenging incorrect uniform.

We have a school uniform at our school for three important reasons:

1. It creates a sense of identity – it helps the students feel that they belong to Church Stretton School. It helps create a feeling of *“I am proud to be part of this school”*
2. It helps create a school where everyone is treated equally. Students are judged on their character, not on whether they have the latest expensive fashion items.
3. Overall it is very cost effective. School uniform gets worn a lot – typically over 1,500 hours per year. That’s a lot of usage and value from items of clothing!

Over the last couple of weeks, we have been gathering student voice and speaking to our Governors about our uniform. Following these discussions, we have made some small amendments to our current policy which we hope will make purchasing uniform easier.

Firstly, with price increase for school shoes we are asking that any shoes purchased meet the following criteria (examples can be seen later in the letter):

- Plain black
- Polishable leather or leather look material (not canvas)
- Must have laces, Velcro or buckle (no slip-ons)
- No logo or sports branding (e.g., Nike, Adidas)
- Low heel (maximum 1”)
- No boots

Secondly, to help with comfort and functionality, we are adding a second type of school skirt. Skirts can now be:

- a plain black skirt, worn no more than 2” above the knee
- or
- a black box pleat skirt worn no more than 2” above the knee

Fully pleated skirts, or skirts made from elasticated or stretchy material are **not permitted** in school (examples can be seen later in the letter). These amendments were shared with students during assemblies last week.

With the summer holidays fast approaching and the ‘back to school’ promotions already in the shops, it seems an ideal time to remind you of our uniform expectations to avoid any awkward conversations at the start of the new academic year. Students are required to wear a school polo shirt and jumper and have the option of additionally wearing a school fleece. All required branded uniform, school polo shirt, jumper, fleece and PE tops can be purchased from:

School shop direct

5 Henley Way
Shrewsbury
SY1 4NP

Or online at www.schoolshopdirect.co.uk

All other uniform can be purchased from any high street or online retailer but must conform to our uniform policy. To avoid doubt and support you in deciding whether items of clothing are suitable or not, we have provided the attached examples sheet, showing acceptable uniform. **Please use this for reference when purchasing uniform items for your child.**

Please do note that we will be strictly enforcing the uniform policy when we return after the summer, with zero tolerance of infringements. In taking this approach, we are seeking your support, not looking to create barriers or conflict. Where pupils arrive in incorrect uniform or appearance, you will be informed so that you can support us in rectifying any issues if they arise.

If you are unsure whether a piece of uniform is acceptable or if there are any extenuating circumstances, which mean you are unable to meet the uniform requirements, please consult your child's Head of year before sending your child to school:

Year 7	Mrs Dixon	lousie.dixon@cssschool.co.uk
Years 8 & 10	Ms Gajny	yvonne.gajny@cssschool.co.uk
Years 9 & 11	Mr Elkins	al.elkins@cssschool.co.uk

As a reminder, students should be returning to school with no extreme haircuts or hair colours (natural colours only) and false nails, false eye lashes and nail polish is not permitted. Students are allowed a single pair of stud earrings and any nose piercings must have a clear retainer. No other jewellery apart for a watch (non-smart) is allowed. Hoodies and sweatshirts are not part of our school uniform and should not be worn in school.

Thank you for your support in ensuring your child is dressed correctly for school and we trust that the enclosed guidance makes things much clearer for everyone.

Yours sincerely,

Mr M Longhurst
Assistant Headteacher

Mrs L Dixon
Ho Y7

Ms Y Gajny
Ho Y8/10

Mr A Elkins
Ho Y9/11

Uniform guidance when shopping:

The uniform policy is available on the website for further reference, but please see the additional guidance below to help you when purchasing items of uniform:

School polo and Jumper (and optional fleece):



Skirts – standard black straight or box pleat skirt. To be worn no shorter than two inches above the knee.



Fully pleated or skirts made from stretchy material are not permitted.

Trousers – should be formal, plain black, full length and either regular or tailored fit.



Jeans, tracksuit bottoms, cropped trousers, chinos, leggings, or skinny fit trousers are not permitted.

Shorts – Black tailored shorts to the knee (no external pockets)



Shoes – plain black **polishable** leather or simulated leather, with fastening, low heel no branding or logo



No boots, canvas shoes or trainers or shoes with branding or a logo.

School coats – Black or Navy school coat (not to be worn inside the school building).

