



School Uniform Policy

UPATED	September 2023
AUTHOR	SLT
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REVIEWED BY	FGB

There are minor amendments in this Summer 2023 version around formatting.

The following addition has been made:

- Clarifying that students undertaking Forest School and Equine Therapy activities are required to wear the school PE kit.
- Adding a reference to the wearing of PE kit for Dance lessons.
- Clarifying that only a white base layer may be worn in colder months.
- Outlining that Form Tutors are expected to monitor uniform and address any breaches of the policy. Students may, on a case-by-case basis, be issued with an exceptional circumstance note in their contact book for a specified period of time. Uniform should be corrected within this time frame.

This policy has been extensively rewritten in June 2022.

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
- To uphold high expectations for smart uniform that:
 - promotes the ethos of the school.
 - provides a sense of belonging and identity.
 - prepares young people for a life outside of school and the world of work.
 - sets an appropriate tone for education.

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 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 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 their Head of Year 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 (such as branded items, or items that must 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 whether any items with distinctive characteristics are necessary.
 - Limiting any items with distinctive characteristics where possible for example, by only asking that the blazer, worn over the jumper, features the school logo.

- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties.
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability.
- Avoiding specific requirements 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 different year/class/house groups.
- Avoiding different uniform requirements for extra-curricular activities.
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels.
- 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 students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

4. Expectations for school uniform

Our school's uniform

(A full list of school uniform is attached as appendix A). Please note that the school is amending our uniform requirements to include black trousers or skirts only. There will be a phased rollout of this new policy. This means that we **do not** expect you to buy new uniform immediately. Instead, when you need to buy new uniform, you should buy items that comply with the updated policy.

- **Branded items that are required:**

Navy blue blazer with school badge (the badge may be purchased separately)

Park High School tie with logo (Each year group has a different coloured tie)

- **Branded items which are optional**

Navy blue fleece with school logo

- **Where the school will accept generic items instead of branded ones**

Navy blue fleece

White polo t-shirt for PE

- **Expectations for PE and Dance lessons**

White polo shirt with school logo or plain white polo with no branding

Dark blue shorts with no branding

Trainers

Astroturf trainers (or football boots with short plastic/rubber studs)

Shin pads (for hockey & football lessons)

White or black sports socks

- **Expectations for jewellery and hairstyles**

Jewellery must be kept to a minimum, and any worn will have to be removed for certain practical lessons. No responsibility can be accepted for its loss. Only small, plain stud earrings will be accepted.

No facial piercings are allowed. Please note that this is recommendation has been made by the Association for Physical Education in their Health and Safety guidance. This ensures the safety of students to participate actively in school life without unnecessarily endangering themselves or those working around them. Taping of facial piercings is not alternative.

Any make-up must be discreet, including nail colour. No false eyelashes. Hair colouring must be discreet.

Acrylic nails are not permitted.

- **Expectations for shoes, bags and coats**

*Suitable plain black or dark brown, with a low heel (not trainers, not canvas, or above the ankle). **Please note black sports trainers, such as Nike, Puma, Slazenger, Vans etc, are also not permitted.***

Coats of special value (e.g., leather), or which are not normally associated with school wear (e.g. with emblems, studs etc.) will not be suitable. Denim clothing of any kind or colour is not permitted.

A suitable bag to carry schoolbooks and equipment should suffice. Students may choose to use a separate bag for PE kit, but we strongly recommend that this is named.

- **Items only required in specific circumstances or at certain times of the year**

A white coloured base layer only may be worn underneath the school shirt in colder months.

For PE lessons, undergarments such as a white base layer or black leggings can be worn beneath shorts and/or polo shirts, or plain dark blue tracksuit bottoms with no branding.

Where to purchase it

The school's main provider of branded uniform is Teenywear School Uniforms, 325 High Road, Wealdstone HA3 5AQ. Other items of non-branded uniform may also be purchased from this retailer. Many of our non-branded uniform, such as shirts, trousers, skirts and jumpers, can be purchased from a retailer of your choice.

The school will also periodically arrange a second-hand uniform sale. We will ask families to donate any uniform no longer required. The school will communicate this regularly through parent newsletters or other communications.

Expectations in the Sixth Form

Sixth Form students are role models for the rest of the school and are expected to uphold and embody the standards expected of students in lower years. This means that members of the Sixth Form must maintain consistently high personal standards of dress and smartness of appearance.

The following are intended as guidelines for suitable dress:

- Suit, blouse or shirt and tie.
- Smart trousers and shirts, which are tucked in to the waistband at all times.
- Collared polo shirts are acceptable.
- Black jeans which are not faded in any way are acceptable. Ripped jeans, or jeans of any other colour are not acceptable.
- Jackets, or jumpers in a plain pattern.
- Smart, fully plain light brown, dark brown or black footwear.
- Dresses and skirts, at or below the knee are acceptable. Shorter (no more than 4cm above the knee) skirts are permissible if worn with dark opaque tights.

- Midriffs, décolletage and shoulders should be covered at all times.

Unsuitable dress

The following athletic or casual wear is not permitted:

- Hoodies.
- Trainers - 'soft sports shoe suitable for casual wear'.
- Hats/caps.
- Any visible items of clothing that have large lettering, logos or slogans.
- Denim jeans which are not black.
- Leggings, or other very form-fitting trousers.
- "Combat" or cargo trousers.
- T-shirts including round neck.
- Tracksuit tops or bottoms.
- Beach wear.
- Sweatpants.
- Flip-flops.
- Shorts.
- UGG boots.

Students should not have any visible body piercing other than pierced ears. Visible tattoos are prohibited.

Clothing that is too revealing or likely to cause embarrassment of self or others must be avoided. If you are not sure if something is acceptable, choose something else or enquire first.

5. 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).

Students are also expected to contact their Head of Year should they want to request an amendment to the uniform policy in relation to their protected characteristics.

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

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

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.

Staff

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

Form Tutors are expected to monitor uniform and address any breaches of the policy. Students may, on a case-by-case basis, be issued with an exceptional circumstance note in their contact book for a specified period of time. Uniform should be corrected within this time frame.

Ongoing breaches of our uniform policy will be dealt with by your child's Head of Year. If students attend school in inappropriate uniform, we keep a stock of suitable items in school and they will be expected to wear these until a suitable replacement has been made (such as plimsolls to replace trainers). Any sanctions will be applied in accordance with our Code of Conduct and 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 and students.
- Offers a uniform that is appropriate, practical and safe for all students.

This will be monitored via:

- Governor monitoring visits.
- Stakeholder voice.
- School analysis of behaviour in relation to uniform.

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 year. At every review, it will be approved by the Governing Body.

7. Links to other policies

This policy is linked to our:

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

- Complaints policy.
- Vulnerable Children Policy.
- SEND policy.

Appendix A

PARK HIGH SCHOOL UNIFORM



Students are expected to wear school uniform at all times with the exception of the charity 'non uniform' days and on some fieldwork sessions. We aim to keep the uniform simple, functional and smart. The school PE kit should be worn for students undertaking Forest School and Equine Therapy. The school's uniform policy is supported by parents, students, governors and staff. We rely upon parents accepting a place at Park High School to support us actively in upholding it.

Please clearly label all uniform items with the child's name.

Blazer	Navy blue, standard style - with school badge. To be worn at all times unless otherwise directed
Pullover	Navy blue, plain knit 'V' neck long sleeves or sleeveless (not cardigan)
Shirt	Standard plain white. Must be tucked in at all times. No polo shirts
Tie	Park High School tie. Each year group has a different coloured tie, which must be smartly tied with the top shirt button fastened.
Socks	Plain grey, black or white
Shoes	Suitable plain black or dark brown, with a low heel (not trainers, not canvas, or above the ankle). Please note black sports trainers, such as Nike, Puma, Slazenger, Vans etc, are also not permitted
Skirt*	Black, plain, suitable length and style, (not mini-skirts or any other colour)
Tights	Plain navy blue, black or neutral
Trousers*	Plain black, plain, full length, standard cut
Headscarf	This should be in the school colours: plain black or navy (or white in Summer) and it should be worn so that the school tie is clearly visible. It must be tucked into the blazer where necessary and not be decorative or unduly lengthy to cause a health and safety risk
Lanyard	Students are expected to wear their school lanyard over their uniform.

* There will be a phased rollout of this new policy. This means that we **do not** expect you to buy new black uniform immediately. Instead, when you need to buy new uniform, you should buy items that comply with the updated policy.

- Lanyards with lunch cards are provided and will be replaced at a cost of £1.00 to the child if they are lost or broken.
- Denim clothing of any kind or colour is not permitted.
- Plain black or navy hairbands may be worn, or a colour that reflects your child's tie colour, which differs for each year group.

GENERAL

- Top coats:** Coats of special value (e.g., leather), or which are not normally associated with school wear (e.g. with emblems, studs etc.) will not be suitable.
- Jewellery:** Jewellery must be kept to an absolute minimum, and any worn will have to be removed for certain practical lessons. No responsibility can be accepted for its loss. Only small, plain stud earrings will be accepted.
- No facial piercings are allowed. Please note that this is recommendation has been made by the Association for Physical Education in their Health and Safety guidance. This ensures the safety of students to participate actively in school life without unnecessarily endangering themselves or those working around them. Taping of facial piercings is not alternative.
- Hair & make up:** Any make-up must be discreet, including nail colour. No false eyelashes. Hair colouring must be discreet.
- Acrylic nails are not permitted.
- P.E. kit**
- White polo shirt with school logo or plain white polo with no branding.
- Dark blue shorts with no branding.
- Trainers.
- Astroturf trainers (or football boots with short plastic/rubber studs).
- Shin pads (for hockey & football lessons).
- White or black sports socks.
- Optional items:** Navy blue fleece with school logo and/or Navy rain jacket.
- White base layer may worn under the school shirt or polo shirt for PE.
- Black leggings can be worn beneath shorts for PE lessons.
- Plain dark blue tracksuit bottoms with no branding* *A note is provided if these are to be worn in all PE lessons.*
- Mouth guard.