



**Stretford**  
Grammar School  
*Aspirat primo fortuna labori*

**Uniform and Appearance Policy**

**Ratified by Governors : October 24**



## **Governing Body Sub-Committee with reviewing responsibility:** Student Welfare Committee

### **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

### **2. Principles**

Our Uniform and Appearance policy is based on the principles that school uniform:

- Promotes a sense of pride in the school and promotes the values of the school
- Engenders a sense of community and belonging towards the school
- Supports positive behaviour and discipline
- Is practical and smart
- Identifies the students with the school
- Prevents students from coming to school in fashion or designer label clothes that could be distracting in class or create a sense of competition placing a burden on parents and carers
- Makes the students feel equal to their peers in terms of appearance and helps nurture cohesion between different groups of students
- Must be available at a reasonable cost

### **We do this by:**

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- 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

- 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, carers and students on any proposed significant changes to the Uniform and Appearance Policy and carefully considering any complaints about the policy

### **3. 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 students to wear headscarves, turbans or other head coverings deemed necessary by a religion
- Allow all students to style their hair in a way that is appropriate for school
- Allow students with sensory or physical needs to make agreed 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 to contact the relevant Progress Leader who can answer questions about the Policy and respond to any requests. These will be considered on a case-by-case basis
- Sign up to the principles of the Halo Code for Schools

### **4. Expectations for our school community**

School uniform is compulsory for all students

#### **4.1 Students**

Students are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

- Travelling to and from school
- On the school premises
- At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)

Whenever the school uniform is worn, it must be complete and not mixed with non-uniform clothing.

Students are also expected to contact Progress Leaders if they want to request an amendment to the Uniform Policy in relation to their protected characteristics.

#### **4.1 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 expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.

Parents are also expected to contact Progress Leaders if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
  - The cost of the uniform
- 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 and carers to arrive at a mutually acceptable outcome

#### **4.2 Staff**

- Staff will closely monitor students to make sure they are in correct uniform. They will give any students and families breaching the Uniform and Appearance Policy the opportunity to comply but will follow up with Progress Leaders if the situation doesn't improve
- In cases where it is suspected that financial hardship has resulted in a student not complying with this Uniform and Appearance Policy, staff will take a mindful and considerate approach to resolving the situation
- Form Tutors must check uniform daily

#### **4.3 Governors**

- The Governing Body 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 Governing Body 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

### **5. Procedure**

#### **Non-Compliance**

We expect all students to comply with this Uniform and Appearance Policy, which will be monitored daily

- Any student not wearing the correct Uniform and Appearance Policy will be challenged and if unable to produce a valid note explaining the situation should be reported to their Progress Leader.
- Persistent offenders may not be allowed to access free time in school and will be in isolation at break and lunchtimes
- They are also likely to have certain school privileges removed

- Students who persistently break the Uniform and Appearance Policy or who defy instructions from senior staff, even if they do not otherwise display poor behaviour, may be excluded from school. The Department of Education (DfE) does not consider exclusion to be an appropriate response to breaches of school uniform policy, except where they are persistent and defiant
- The Headteacher or a person authorised by the Headteacher may ask a student to go home briefly to remedy a breach of the school's Uniform and Appearance Policy
- Where a student is not adhering to the school Uniform and Appearance Policy, staff will be considerate and discreetly try to establish the reasons why not. We understand there may be good reasons why a student is not attending school in the correct uniform
- If a student is not wearing the correct uniform because their parents and carers are in financial difficulty, the school will be sensitive to the needs to the student. The school will give parents time to purchase the required items and/or consider whether a school or local authority clothing grant can be supplied. Pupil Premium funding may be used to support parents with uniform costs
- Students should have a doctor's note if they need to wear alternative footwear for school, due to a medical condition or serious injury

## **6. Adaptations**

- The policy will meet the needs of individual students because of temporary or permanent medical conditions. For example, students with some skin conditions may be unable to wear specific fabrics and students with foot or leg injuries may be unable to wear school shoes. An official medical certificate will be required for any student requiring long-term dispensation due to medical conditions
- If adaptations are required for students with protected characteristics, parents and carers are requested to contact the relevant Progress Leader to discuss

## **UNIFORM**

### **Description of the School Uniform Years 7-11**

#### **Trouser Uniform**

- Black blazer with school badge, which is worn at all times, unless permission is given within the classroom by individual teachers
- Smart black shoes with no logo
- Plain white school shirt
- Black V neck jumper appropriate for Key Stage 3 or 4. This is an optional item
- Appropriate school tie for Key Stage 3 or 4
- Black tailored trousers. Trousers must NOT be of denim or denim type material. Tight fitting trousers are not permitted
- Vests/T shirts – white only may be worn underneath shirts. Coloured or T shirts with logos must NOT be worn underneath shirts
- Headscarves, hair bands, clips or bobbles must be plain black or white. No other hair adornments are permitted

#### **Skirt Uniform**

- Black blazer with school badge, which is worn at all times, unless permission is given within the classroom by individual teachers
- Plain white school shirt
- Black V neck jumper appropriate for Key Stage 3 or 4. This is an optional item
- Appropriate school tie for Key Stage 3 or 4
- Black skirt, A Line or pleated, of a length of no more than three inches above the knee.
- Black or white socks or black or neutral tights
- Vests/T shirts – white only may be worn underneath shirts. Coloured or T shirts with logos must NOT be worn underneath shirts
- Headscarves, hair bands, clips or bobbles must be plain black or white. No other hair adornments are permitted

### **Description of the PE Uniform**

#### **Compulsory items**

- Red and black panelled shorts or skirt
- School red and black panelled short-sleeved polo shirt
- Plain red and black knee-length sports socks
- Training shoes or pumps with non-marking soles. Boots, fashion pumps or canvas shoes are not acceptable

#### **Optional**

- Reversible red long-sleeved rugby shirt
- Plain black tracksuit bottoms or leggings or tracksuit bottoms or leggings with the school logo

- Students should also have football boots, shin pads and gum shield as appropriate

### **Additional details**

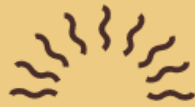
- Blazers may be taken off in classrooms at the discretion of the subject teacher
- Blazers and jumpers may be taken off at certain times of the year at the Headteacher's discretion
- Shirts should be tucked in with the knot of the tie up to the shirt collar and with the tie covering the shirt buttons
- Trousers must cover the ankle and sit on the top of shoes
- An outer jacket is permitted to be worn to and from school. It should be black, grey or blue. It should not have any emblems or logos visible. It should not be canvas or denim
- Hoodies are not permitted to be worn on the way to and from school or in school
- Hair should be tidy and of a conventional nature. The minimum length of hair is a grade two cut. Hair must be a natural colour. Parents are strongly advised to seek advice if they are uncertain about the acceptability of a hairstyle before allowing their child to adopt it. School can insist on restyling if it considers the style to be inappropriate
- No visible tattoos are allowed
- No jewellery is permitted apart from a wristwatch
- Make up is not allowed
- Shoes should be black and made of a material which can be polished. Trainers are not permitted or shoes which have a visible logo. Ankle boots are not permitted
- Only badges issued by the school are permitted

### **Uniform and Appearance Card**

Students must carry a Uniform and Appearance card at all times; it contains a brief summary of the rules detailed here. They will receive one mark on the card for incorrect uniform. They will receive a detention if

- They do not produce the card when asked
- They receive 3 marks

## Appendix 1. The Halo Code



# The Halo Code

## For Schools

Our school champions the right of staff and students to embrace all Afro-hairstyles. We acknowledge that Afro-textured hair is an important part of our Black staff and students' racial, ethnic, cultural, and religious identities, and requires specific styling for hair health and maintenance.

We welcome Afro-textured hair worn in all styles including, but not limited to, afros, locs, twists, braids, cornrows, fades, hair straightened through the application of heat or chemicals, weaves, wigs, headscarves, and wraps.

At this school, we recognise and celebrate our staff and students' identities. We are a community built on an ethos of equality and respect where hair texture and style have no bearing on anyone's ability to succeed.