

# NEWLANDS GIRLS' SCHOOL

## POLICY DOCUMENT



# School Uniform Policy

<b>LAST REVIEWED/ UPDATED</b>	New Policy (by) Pastoral Deputy Head	July 2022 Interim update – 16 <sup>th</sup> Jan 2023
<b>POLICY TYPE</b>	Voluntary	
<b>REVIEW DATE</b>	Every two years – May 2024	

<b>RESPONSIBLE</b>		
Leadership Team	Pastoral Deputy Head	
Governing Committee	Resources Committee	

<b>APPROVED</b>	4 <sup>th</sup> July – FGB Meeting	
<b>UPDATE</b> Shared Drive Website (if applicable)	16 <sup>th</sup> January 2023 16 <sup>th</sup> January 2023	

**Courage Commitment Compassion**

## Contents

1. Aims .....	2
2. Our school's legal duties under the Equality Act 2010 .....	2
3. Limiting the cost of school uniform .....	2
4. Expectations for school uniform .....	3
5. Expectations for our school community .....	3
6. Monitoring arrangements .....	4
7. Links to other policies .....	4

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### 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. 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:

- 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
- 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 Headteacher, 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 have to 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
- Considering cheaper alternatives to school-branded items, such as PE kit items which can be purchased from the high street
- 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 minimum, so that the school's uniform can act as a social leveler
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as pupils purchasing a House t-shirt from a cheaper retailer
- 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

- 1 All pupils in Years 7-11 are expected to wear full school uniform to and from school, as well as during the school day. As members of the school community it is expected that appearance should be neat and tidy at all times. Kilts and summer dresses must be on the knee, or below.
- 2 Pupils may wear a watch to school – their name must be on it. If they have pierced ears they may wear one pair of small earrings (studs) in Years 7-9. In Years 10 and above, pupils are permitted to have a second single ear piercing. No other jewellery, such as rings, bracelets, nose studs, eyebrow rings or necklaces, is allowed in school. Confiscated jewellery will be returned at the end of a short term (or can be collected by a parent, in consultation with the Pastoral and Attendance Administrator).
- 3 Shoes, black with low heels - sandals, (including black leather), boots or backless shoes may not be worn. Trainers are not permitted. Toes must be covered by shoes. Canvas style shoes and leather lace up pumps are permitted. Anything with a 'chunky' sole, such as this image, is classed as a trainer and these are not allowed.



- 4 Only school related badges are permitted to be worn on the school blazer, other than at times of national fundraising.
- 5 Hair should be in a simple style and tied back if it is jaw length or longer. Only natural colours are allowed.
- 6 Nail polish and nail extensions are not permitted in Years 7-11. Make-up should not be worn in Years 7-9 and only minimal make up is permitted in Years 10 and 11.
- 7 Coats and scarves may be worn to and from school and are permitted outside, but should not be worn in the school building unless directed by the Headteacher.
- 8 Hoodies are not permitted to be worn either under or over school blazers in any year group.
- 9 Sixth Form students must follow the dress code set out in the Sixth Form Handbook.

### 4.2 Where to purchase it

- Parents and carers can obtain our branded only school uniform from two suppliers:

Goyals  
28 Bridge Street  
Maidenhead  
Berkshire, SL6 8BJ

School Days Direct  
20A Buckingham Avenue  
Slough  
Berks, SL1 4QA.

- Information about second-hand uniform
- Periodic GANUS (Good As New Uniform Sales) are organised by the NPA (Newlands Parents' Association). Details of these are communicated to parents and carers via our Parent Mail system.
- The Parents' Association have a self-contained facility on Newlands site which stores all the donated second-hand uniform. Parents are able to access this on a regular basis.

## 5. Expectations for our school community

### 5.1 Pupils

Pupils 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)

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

### 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

### 5.3 Staff

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the appropriate SLT Link member of staff if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by applying the Behaviour Policy and may result in sanctions.

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 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 and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The 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.

## 6. Monitoring arrangements

This policy will be reviewed every two years it will be approved by the Resources Committee.

## 7. Links to other policies

This policy is linked to our:

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