



Uniform Policy

Agreed date: Autumn 2022

Review date: Autumn 2024

Responsibility of: Head of Pastoral Team

SCHOOL UNIFORM

The High School has a school uniform which its pupils are required to wear. Uniform is seen as being important for many reasons.

- Promotes a sense of pride in the school.
- Engenders a sense of community and belonging towards the school.
- Helps the school establish its place in the community.
- Is practical, smart and appropriate for a professional setting.
- Is fair and makes students feel equal to their peers in terms of appearance, and removes peer pressure to dress in 'designer' fashions, therefore reducing expenditure.
- Assists in identification of strangers on school premises.
- Is designed with health and safety in mind.

Parental support in implementing the uniform/appearance policy is vital. The school is very supportive of those for whom the expense of uniform is a challenge. The Friends of the School operate a second-hand shop to minimise costs also. Parents may contact the school to discuss this further.

From September through until the Easter holidays full uniform is expected and must be worn at all times. We have a gender free uniform. Pupils must wear a full uniform from the following items:

Winter uniform:

Blazer	The school blazer.
Shirts*	A plain white long or short sleeved shirt. Must be tucked in at all times.
Tie	The school tie.
Trousers*	Plain black, straight cut, full length (must touch the shoes, no socks visible). No 'skinny fit' trousers allowed.
Skirt	The school skirt with logo, knee length, not rolled. Check with supplier for correct fit.
Socks*	Plain black socks.
Tights*	Plain black, worn with a skirt.
Jumper	Optional v-neck school sweatshirt with school logo worn under the blazer. No alternatives.
Shoes*	Black polishable, plain shoes. See additional photos below for clarification.
Hijabs*	A plain black or dark blue head covering may be worn for religious reasons.

After the Easter holiday, the school polo shirt may be worn in place of the shirt and tie. If pupils are cold, the school sweatshirt or a blazer (and NOT another kind of jacket or sweatshirt) should be worn over the school polo shirt. Alternatively, students are free to continue wearing full winter uniform.

Additional summer uniform:

Polo shirt	The school polo shirt with logo.
Tailored shorts	The school shorts with logo.

*items of clothing which may be purchased elsewhere, other than at Birds.

General uniform and appearance:

Jewellery

For pierced ears, two studs per ear may be worn. N.B. studs not hoop earrings. Facial and body piercings such as nose studs or tongue piercings are not allowed and no retainers are to be worn either. One simple, plain ring is permitted but must be removed for practical lessons. A wrist watch is allowed. Bracelets and charity wrist bands etc. are not allowed. Medical alert tags must be worn at all times.

Accessories

Only badges of merit or office, awarded by the school, may be worn as part of the school uniform. We request that school bags and belts are sensible and in keeping with the rest of the school uniform.

Footwear

We want students to grow into healthy adults. We believe that it is dangerous for students to wear shoes that have platform soles or high heels. For reasons of health and safety we do not allow them to be worn in our school. Neither do we allow students to wear trainers to school. Whilst appropriate for sport and leisurewear, this footwear

is not in keeping with the smart appearance of a school uniform. We require all students to wear shoes as stated in the uniform list (please see separate photo on website for extra shoe guidance).

Hair

We recognise that there will always be a variety of hairstyles worn by students. Whilst remaining tolerant of most styles, we will treat as a breach of discipline haircuts that are excessively short: hair with the appearance of less than a No2 cut; haircuts where patterns, stripes or letters have been cut into the student's hair; or hair that is dyed in bright or unnatural colours. We may ask students with long hair to tie their hair back in certain situations for health and safety reasons.

Make up

Discreet make up is allowed only. Acrylic nails are not allowed in school, neither is the wearing of nail varnish. Nails should be kept to a sensible length that will not affect participation in PE or practical subjects. Eyelash enhancements are not permitted in school.

Outdoor Clothing

Coats, jackets, hats, scarves and gloves etc. must not be worn in lessons.

Discrimination on the grounds of race/religious belief

The school's governors have regard to their responsibilities under the *Equality Act 2010*. We have a duty to be sensitive to the needs of different cultures, races and religions and must accommodate their needs. Parents may contact the school to discuss this further.

The role of parents/carers

We ask all parents and carers who send their children to our school to support the school uniform policy. We believe that they have a duty to send their children to school correctly dressed and ready for their daily schoolwork. It is their responsibility to ensure that their child has the correct uniform and that it is clean and in good repair.

Current Trends

We reserve the right to respond to current trends.

Non uniform days

Clothing must be suitable for a professional environment.

Non-compliance with the School Uniform Policy

The enforcement of the decision to adopt a school uniform is the responsibility of the Head of Pastoral as part of their overall responsibility for the day-to-day running of the school and for the maintenance of discipline.

We have a 'zero tolerance' approach to incidents of non-compliance with our School Uniform Policy. In the event of any student arriving at school without the correct uniform:

- In the first instance staff will ask for the uniform infringement to be rectified.
- If this cannot be done then the tutor will be informed and a letter sent home by the tutor with details of infringement (with a time limit to be corrected).
- If not rectified Head of Year/Key Stage will contact parents. The pupil will be put in isolation at break and lunchtime until corrected.
- Persistent non-compliance can lead to a Fixed Exclusion.

Equality Impact Assessments

Names and titles of people involved with this assessment.	Head of Pastoral. Chair of Governors.
Impact assessment carried out with regard to identified characteristics.	Race ✓ Disability ✓ Gender ✓ Age ✓ Religion and belief ✓ Sexual orientation ✓
Date.	Autumn 2022
Date of review.	Autumn 2024



Acceptable

Black polishable school shoes only.



Unacceptable

No canvas, trainers, pumps, plimsoles, walking boots, boots, Vans or Converse. Shoes must be flat with no platform or high heel and must be below the ankle.



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Socks*	Plain black socks.
Tights*	Plain black, worn with a skirt.
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Hijabs*	A plain black or dark blue head covering may be worn for religious reasons.

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Additional summer uniform:

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Tailored shorts	The school shorts with logo.

*items of clothing which may be purchased elsewhere, other than at Birds.

General uniform and appearance:

Jewellery

No jewellery except a wrist watch, one simple ring and up to two plain studs in each ear. For pierced ears, two studs per ear may be worn. N.B. studs not hoop earrings. Facial and body piercings such as nose studs or tongue piercings are not allowed and no retainers are to be worn either.

Accessories

Only badges of merit or office, awarded by the school, may be worn as part of the school uniform. School bags and belts must be sensible and in keeping with the rest of the school uniform.

Footwear

Plain black sensible leather shoes. They should be polishable with flat sole or minimal heel and have no embellishment or logo. Canvas shoes or trainers are not acceptable. (Please see separate photo on website for extra shoe guidance.)

Hair

Must not be excessively short, have patterns cut in or be dyed unnatural or two tone colours.

Make up

Discreet make up is allowed only. Acrylic nails are not allowed in school, neither is the wearing of nail varnish. Nails should be kept to a sensible length that will not affect participation in PE or practical subjects. Eyelash enhancements are not permitted in school.

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