

Stanborough



SCHOOL UNIFORM POLICY

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| Reviewed by: | Standards & Achievements Committee |
| Date of Issue: | November 2022 |
| Date of next Review: | September 2023 |
| Responsible member of SLT: | Jessica Vlijter |

————— **Grow and Succeed** —————

High Expectations | Mutual Respect | Quality Learning | Success for All

This policy is set within the school's four principles of:

High Expectations Quality Learning Mutual Respect Success for All

At Stanborough School, we expect students to take pride in their appearance as befits a professional environment.

This policy applies to all students from Year 7 through to Year 11. We ask all parents and carers who send their children to our school to support the school uniform policy.

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 uniform.

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:

- Give all students the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender
- Ensure that our uniform cost is controlled by clearly stating compulsory and optional items
- 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
- Allow for adaptations to our policy on the grounds of equality by asking students or their parents to get in touch with Mrs J Vlijter, Assistant Headteacher, who can answer their questions about the policy and respond to any requests.

Limiting the cost of school uniform

Stanborough School has a duty to make sure that the uniform required is affordable.

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'/carers' 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
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as blazers
- Consider cheaper alternatives to school-branded items
- 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 where possible
- Avoiding different uniform requirements for co-curricular activities where possible

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- 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.

Expectations for school uniform

Jewellery

Students may wear one discrete stud in each ear, and small objects of religious significance, such as a crucifix on a chain, where this is not visible outside of the uniform. No jewellery is to be worn during PE lessons. Body piercing is not allowed. Watches are allowed, but there should be no other jewellery worn.

Smart watches are not allowed

Hair

Hair should be tied back where it is of a length that it is possible to do so and secured with accessories as per the uniform list. Hair should be of a natural colour and roots should be the same colour as the rest of the hair.

There should be no extremes of hairstyles in terms of colour or cut. This includes no designs cut into the hair or eyebrow. Hair colour should be natural, and long hair should be appropriately styled for a work environment, with school colour accessories. Short hair should not be shaved to the skin. Extremes of hair style and colour are not acceptable and will result in isolation until it has grown out, or been rectified.

Footwear

We require all students to wear plain black polish-able leather/leather look school shoes as per the uniform list. Boots are not allowed. Neither do we allow students to wear trainers to school.

Coats

Students are expected to wear a plain black coat to and from school.

PE Kit

Required and optional items are listed on the school website.

Where to purchase uniform

All Stanborough School uniform can be purchased from our supplier, Smarty Schoolwear, at <https://www.smartyschoolwear.co.uk>. There is an easy-to-use sizing guide available on their website.

We do hold a limited stock of second hand uniform which can be accessed via the school office or admin@stanborough.herts.sch.uk.

Expectations for Stanborough School

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 Mrs Vlijter if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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Care of possessions

All students must respect each other's property. It is forbidden to enter another student's bag to borrow items of uniform or equipment from another student without their express permission. Items must be returned after use.

At Stanborough School, we expect students to be responsible. If they find an item of named property that has been left somewhere, they should endeavour to return it to the owner. Failing that, to the class or form tutor. If they lose an item of property, they should first try to locate it and only then alert a member of staff at the student reception.

A lost property amnesty will be arranged at the end of each term. Any unnamed or unclaimed items will be donated.

Parents and Carers

Parents and carers are expected to ensure 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 asked to contact their child's Year Leader 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/carers to arrive at a mutually acceptable outcome.

Staff

Staff will closely monitor students to ensure they are in correct uniform. They will give any students and families breaching the uniform policy the opportunity to comply, but will follow the procedures laid out in the Behaviour Policy if the situation doesn't improve.

In cases where it is suspected that financial hardship has resulted in a student not complying with the uniform policy, staff will take a mindful and considerate approach to resolving the situation.

Governors

The governing body will review this policy annually and ensure 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

The board will also ensure 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.

REFERENCED POLICIES

Behaviour policy

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Equal Opportunities policy
Anti-bullying policy
Complaints policy

DOCUMENT CONTROL

| Document Control | | |
|------------------|--------|-----------------------|
| Edition | Issued | Changes from previous |
| 1 | | New Policy |
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End of Policy

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