



School Uniform Policy

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Chair of Governors: Peter Way

Signature

Date

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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:

- Avoid listing uniform items based on sex, 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 your child's form tutor or head of key stage, 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 so your child only needs to wear one item with distinctive characteristics at any time.
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- 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 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 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

The Governors and staff expect uniform to be worn to school to encourage a sense of belonging and to avoid disputes over unsuitable clothing. We have a wide range of items on offer to accommodate those with sensory needs. Uniform is practical, inexpensive and widely available.

School Uniform

- A white polo shirt (with or without school logo) if worn underneath sweatshirt or hoody.
- A white collared shirt if worn underneath a V-neck jumper or blazer
- School tie (in school colours) for year 7 to year 11 students, optional for all other year groups.
- A plain navy blue (no logo) blazer, for year 7 to year 11 students, optional for all other year groups.
- A navy blue V-necked jumper or sweatshirt (with or without school logo)
- A navy blue hoody (this **must** have the school logo)
- Grey or black tailored trousers or skirts. Skirts should be around knee length – at or below the knee. Trousers should be tailored and not tracksuit bottoms or jeans.
- Plain black shoes or trainers —(no coloured stripes or logos)
- Plain white or grey socks or navy tights.

- Summer options - blue check dress or knee length grey or black tailored shorts.
- If children wear a headscarf or turban for religious reasons, these should be black, white or navy.
- Students may use their own bag or backpack from home or they can request a St Philip's bag for carrying their belongings around school.

*Students may wear a combination from the list above over the course of the week. For example, they may wear a shirt, tie and blazer on one day then a polo shirt and hoody on another.

PE Kit contained in a PE bag

- Pair of black or navy shorts (no stripes or logos)
- Navy blue or white polo shirt (with or without school logo)
- Plain navy or black track suit bottoms (no stripes or logos)
- Navy blue sweatshirt (with or without school logo)
- Pair of trainers, football boots
- Swimming kit
- Children need a lightweight waterproof in summer and thick winter coats, hats, scarves and gloves in autumn/winter terms. Caps/sun hats may be worn outside at playtimes but not inside.

All clothing should be clearly marked with the pupil's name.

Pupils should not wear

- Jewellery. One pair of small studs for pierced ears may be worn at the discretion of the staff. They should be taped over or removed for PE.
- Excessive Make-up. If a child has excessive make up on they will be expected to remove it immediately. The office has make up removal pads for this purpose.
- Jeans of any colour, shiny or baggy trousers, leggings, or very short skirts/shorts, tight fitting clothes.
- St Philip's hooded sweatshirts can be worn to and from school but must be removed before class.
- Bright coloured trainers, open toed sandals, fashion boots, or high heels.

Hair

- Long hair should be tied back every day with a simple, soft hairband.
- Please avoid hair adornments (feathers, bows, flowers, glittery or the like – anything that is a distraction to learning - but they are allowed on non-school uniform days)

Pupils who come without uniform will be loaned suitable clothing for the day.

Students in the Post 16 department may wear their own clothes to school. These items must be appropriate for a professional environment and not include any offensive images, words or logos.

4.2 Where to purchase it

School uniform is available to buy at the PMG Schoolwear Centre at 393-395 Hook Road, Chessington, Surrey KT9 1EL (☎: 020 8786 2211 – Email: chessington@pmgretail.co.uk).

We have a very large collection of second-hand uniform, please contact Clare Malston: cmalston@stphilips-chessington.org if you would like us to issue your child with some second-hand uniform or if you would like to donate uniform which no longer fits your child.

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 form tutor or head of key stage 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

Parents are also expected to contact their child's form tutor or head of key stage 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.

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 headteacher if the situation doesn't improve.

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

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 three years or at such time that the local context deems a review necessary. The policy will be reviewed by Ben Walsh, Headteacher and approved by Peter Way, Chair of governing board.

7. Links to other policies

This policy is linked to our:

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