

School uniform policy

Katherine Warrington School



Approved by: Resources Committee

Last reviewed on: 19th October 2023

Next review due by: October 2024

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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 the School Business Manager 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.

The school believes that our uniform policy and suppliers should offer value for money and that the cost of uniform should never be a barrier to a child attending the school. Therefore, the school will ensure the following:

We will make sure our uniform:

- Is available at a reasonable cost from multiple suppliers
- Provides the best value for money for parents/carers and is durable and long lasting.

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting the number of items with distinctive characteristics where possible.
- 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
- The school has a system for collecting and storing donated uniform that is previously worn but in good condition that can be accessed by families who need this, free of charge. Second Hand Uniform sales are also run by our PTA.
- 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
- The school will help families with financial assistance, where appropriate and as needed, when cost is a barrier to their child attending school and meeting our uniform expectations. This can be discussed and agreed on a case by case basis.

4. Expectations for school uniform

4.1 Our school's uniform

Winter Uniform (Worn from September until Easter Holidays)

School Blazer: Black with purple edging and school logo.

Or

V Neck Jumper: Black with embroidered school logo. School regulation.

Trousers: Grey, with embroidered school logo, school regulation.

Or

Skirt: Warrior tartan kilt school regulation. Length must be at the knee.

Or

Shorts: Grey, with embroidered school logo, school regulation.

Shirt/Blouse: Plain white short or long sleeved, must be worn with a top button done up and a suitable collar for a tie. Worn with a School Blazer or V Neck Jumper.

Tie: School regulation (House Colours)

Socks/tights: White/grey/black socks. Black, or flesh-coloured tights.

Shoes: Black, plain. (No trainers or laced plimsolls). Heels up to 5 cm maximum.

Outer coat: Plain colour, not leather or denim.No hoodies.No large logos.

Summer Uniform (Optional) (Worn from the Easter Holidays until the end of July)

Skirt or Trousers or Shorts: As per winter uniform.

Shirt/Blouse: Plain White, Short-sleeved shirt or blouse. Can be worn without a tie but must be tucked in.

School Blazer or V Neck Jumper: Optional.

PE Kit

Polo Shirt (Compulsory): Black & purple polo shirt with logo.

Unisex PE Shorts (Compulsory): Black & purple polyester with logo.

White Sports Socks (Compulsory) for all indoor/outdoor sports apart from Football and Rugby.

Games Socks (Compulsory): Games socks with purple & white trim for Football and Rugby.

Leggings (optional): KWS Branded Sports Leggings suitable for PE.

Rain Jacket or Mid-Layer (Recommended)** Black & purple with logo.

Tracksuit Bottoms(Recommended): Black & purple with logo.

Trainers (Compulsory): White Soled or non-marking.

Football Boots : Suitable Footwear.

Shin Pads (for Football) and Gumshield (for Rugby) (Recommended)**

Rugby Shirt (Optional*): Black & purple rugby/hockey shirt with logo.

Rugby Shorts(Optional*): Black & purple heavy duty with logo.

PE Kit Policy

All students are expected to wear KWS branded PE kit.

*Purchasing the school rugby shirt and shorts is not essential unless your child would like to participate in contact rugby and/or represent the school in school rugby fixtures. Rugby lessons as part of the curriculum take place in the first term of the school year. If you decide to purchase a rugby top for your child, these can be worn during PE lesson times as and when they feel it is appropriate to do so, particularly in the winter months.

**The PE department's stance on gum shields is that they must be worn if playing contact rugby in both lessons and fixtures. We strongly recommend that all students have a gum shield so that they are able to participate in contact rugby. However, no student will be forced to play contact rugby, nor will any student be sanctioned for not having a gym shield.

All students are able to wear plain black underlayers/skins in lessons and fixtures providing that they have a KWS Branded item of clothing as the top layer E.G Shorts. Students should not wear tights during PE.

Jewellery and non-uniform items

At KWS we believe that uniform helps our students to develop a sense of pride, community and self-esteem. When wearing School uniform, students are representatives of KWS and must be aware that they carry responsibility for the school's reputation. Students must wear full School uniform when travelling to School, whilst in School, when travelling home from School, when on the majority of School outings, at School activities and at Parents' Evenings.

Students not compliant with the uniform policy will be sent to the Pastoral Office to explain why and may be sent home to change, unless they have a signed letter from home explaining the exceptional circumstances. Where the correct clothing or footwear is not worn students will be required to wear the correct uniform on loan from the school for that day e.g.: school plimsolls.

Where non-uniform items (earrings, hoodies, etc) are worn, they may be confiscated and consequences applied

Not being in full School uniform is also deemed as a breach of the Student Code of Conduct.

Clarification for non-uniform items:

- Hair must be appropriate for a smart office environment and must not be extreme in style, length or colour. There should be no shave patterns, no shaved eyebrows, no hair dyed multiple colours or any non-natural colour. The School is the final arbiter as to what is considered 'extreme'.
- Only plain, functional and safe hair accessories are allowed.
- The only jewellery permitted at school is a non-smart wristwatch and a single pair of plain gold or silver small, stud earrings worn at the bottom of the ear lobes.
- Jewellery which is not permitted in our uniform guidelines will be confiscated (see confiscation procedures appendix 8 of the behaviour and conduct policy) and passed on to the school reception in a named envelope.
- Students wearing 'obvious' make-up and nail polish including false eyelashes will be required to remove it. Please note that any refusal to remove any article, e.g.: acrylic nails may result in further sanctions.
- On days when students have a PE lesson, club or P7 body activity they may come to school in the appropriate school PE uniform.
- Leisurewear or sporting wear is not permitted (No logos, body warmers or casual clothing.)
- Any belts must be black in colour, with a small buckle that does not have a logo on.

4.2 Where to purchase it

Uniform is available from 2 different suppliers. These can be found by following the links below:

Beats School Uniform - https://beatschooluniforms.co.uk/schools/katherine_warington_school/
Smarty Schoolwear
– <https://www.smartyschoolwear.co.uk/secondary-schools-c23/katherine-warington-school-c605>

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

Parents are also expected to contact the School Business Manager 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.

Ongoing breaches of our uniform policy will be dealt with in line with our Behaviour Policy.

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, by avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

6. Monitoring arrangements

This policy will be reviewed bi-annually. At every review, it will be approved by the Trust Board. The school also has a Uniform Committee made up of Students, Parents, School Staff and a Trustee who meet regularly to review the School Uniform. Parents are also surveyed annually and the survey includes questions regarding the quality and cost of the School Uniform.

7. Links to other policies

This policy is linked to our:

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