

## Uniform Policy

### Policy Review and Approval

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Reviewed by:	Heads of School
Approved by:	Executive Head Teacher

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*A copy of this policy and other related policies can be obtained from the School Office.*

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## Uniform Intent Statement

Gildredge House believes that a consistent Uniform Policy is vital to:

- promote the ethos and culture of the school;
- promote a sense of pride in the school;
- provide a sense of belonging and identity for students, regardless of protected characteristics or socio-economic circumstances;
- promote equality; and
- prepare students for the world of work.

This policy lays out the measures our school has taken to ensure a consistent, fair and inclusive Uniform Policy, and to implement a uniform that reflects the needs of all students, which is affordable and the best value for money for the school and our students' families.

We believe that students learn most effectively and achieve their best outcomes when they are comfortable, and dressed in such a way that sets an appropriate tone for education. This Uniform Policy reflects our high standards, expectations, culture and core values and is designed with all students in mind. The policy has also embraced student, parent, and staff voice, and addresses some of the most pertinent points raised.

Uniform is one of the outward signs by which the local community recognises and makes judgements about our students and it is important that our students present themselves positively and in a way that conveys a disciplined and well-ordered learning environment.

All students are required to wear full school uniform whilst journeying to and from school, and whilst inside and outside the school buildings. The uniform should be neat and clean, communicating that our students take pride in belonging to Gildredge House.

### School uniform supplier

The school's uniform supplier is [Brigade](#). Please view the Brigade Information document on our website for guidance on sizes and ordering uniform. Please also refer to the Uniform Lists to identify which items are compulsory or optional purchases.

### Equal opportunities

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously and aims to ensure that the Uniform Policy is as inclusive as possible so that all students are supported to access a school uniform which is comfortable. The school will work to ensure that the cost of school uniform does not disproportionately affect any student by ensuring that uniforms for all genders are as equal in price as possible. The school will ensure that parents and students are consulted over any significant changes to school uniform.

The school implements a gender-neutral uniform, meaning that students are not required to wear specific items based on their gender and/or any protected characteristic, and may wear any of the uniform items listed in the Uniform Lists. The school ensures that students who are required to follow certain dress requirements e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The school endeavours to meet all requests for amendments to the uniform for these purposes; however, the school will ensure that the needs and rights of individual students are weighed against any health and safety concerns for the entire school community. Parent concerns and requests regarding religious clothing and jewellery are dealt with on a case-by-case basis by the relevant Head of School, and always in accordance with the school's Complaints Policy and Procedures.

The school ensures that the needs of students with SEND and/or sensory difficulties are considered in the Uniform Policy. Where the needs of these students cannot be met in the Uniform Policy, reasonable adjustments will be considered and permitted wherever possible on a case-by-case basis in consultation with the relevant SENDCo, Head of School, and the Executive Head Teacher.

### Procedure in the event of non-compliance

Non-compliance with the Uniform Policy is investigated on a case-by-case basis. Staff members are permitted to sanction students who are not adhering to this policy, in accordance with the school's Behaviour for Learning and Exclusion Policies.

The school will hold a stock of uniform and, if a student is not in correct uniform, they will be expected to wear the uniform provided.

In the Primary phase, if a student is not adhering to the Uniform Policy, the parents will be spoken to by the Class Teacher.

In the Secondary phase, the Head of School is permitted to ask a student to briefly go home to remedy breaches to the school's Uniform Policy. This will be for no longer than is necessary to effect the change of clothing and would only be appropriate where the change could be made quickly and easily. When deciding whether to allow a student to return home, the school will consider the student's age and vulnerability, the length of time it will take, and the availability of the student's parents/carers.

Where a student has been sent home to rectify breaches to the school's Uniform Policy, the absence is recorded as 'authorised'. If a student repeatedly breaches the Uniform Policy or takes longer than necessary to rectify the uniform issue, the absence is recorded as 'unauthorised'. Parents/carers will be notified in all cases.

If uniform misdemeanours cannot be rectified, then students will be placed in Reflection until uniform is corrected.

### PE kit

PE kit is part of our uniform, and full details are published in the Uniform Lists.

Primary Phase PE Kit	Secondary Phase PE Kit
<ul style="list-style-type: none"><li>• White GH crew neck sport t-shirt</li><li>• Unisex shadow sport shorts - maroon or plain</li><li>• Plain black skort - no stripes or logos</li><li>• Marron joggers and black leggings - no logos</li><li>• Fleece - maroon or GH branded</li></ul>	<ul style="list-style-type: none"><li>• Short sleeved GH polo shirt - maroon or black</li><li>• Maroon GH sweatshirt or plain black sweatshirt</li><li>• Plain black shorts or plain black skort or plain black tracksuit bottoms or plain black full-length leggings</li><li>• No stripes or logos and strictly no Nike Pro shorts (or similar)</li><li>• Sports trainers - no canvas, no Vans, no Converse (or equivalent)</li><li>• Football boots</li></ul>

## Jewellery, hair, and make-up

The following applies to students in the Primary phase and the Secondary phase.

### Jewellery

Jewellery is not permitted except for one pair of small (no larger than 5mm in diameter) plain, silver, gold, or pearl ear studs worn centrally in the ear lobe. No other jewellery (around the neck, wrist, or other body parts) or body piercings are permitted.

Students are not allowed to cover piercings e.g. with plasters and may not use sleepers.

Parents who want their children to have facial piercings should have these done at the beginning of the summer holidays so that studs, rings, and sleepers can be removed during the school day. The school takes the view that facial piercings can be dangerous and easily become infected.

### Hair

We seek parental co-operation in maintaining natural colours for hair. No brightly coloured or heavily dyed hair is allowed, no extraordinary non-conventional styles, nothing shorter than Grade 2, no patterns including Mohicans, shaved patterns, tram lines or styles containing beads, slogans, or motifs, and no excessive hair accessories.

In the Primary phase, hair longer than shoulder length should be tied up at all times.

In the Secondary phase, hair longer than shoulder length can be worn up or down. In subjects with health and safety or hygiene requirements, hair must be tied up using a subtle hair accessory.

### Make-up

If make-up is worn, it must be discreet and natural looking. No bright colours on eyes, winged eyeliner, false eyelashes, or heavy coatings of mascara, or over-emphasised eyebrows. No heavy foundation or tanning products. Only clear nail varnish is permitted. No coloured nail varnish or Shellac/overlays, false nails, extensions, or nail art. No temporary or permanent tattoos.

Please note: non-regulation uniform items will be confiscated in accordance with the school's Behaviour for Learning and Exclusion Policies.

## Uniform variations

The decision to vary school uniform in the light of weather changes lies at the discretion of the Heads of School or Executive Head Teacher. This will be communicated to students during morning registration, so students are expected to be in full school uniform every day.

Refillable water bottles are highly advised, especially during warm spells of weather. These bottles must only carry water.

Full school uniform must be worn to and from school on all school days, and on day-time visits, away sports fixtures and by students on duty at school functions. Uniform regulations may be relaxed on school trips, at the discretion of the Senior Leadership Team.

Smart uniform ensures that all students are prepared for work, both in school and beyond. We expect parents to endorse these principles and support the school to ensure the Uniform Policy applies to every student.

## Specific guidance for Primary phase students

### Trousers, shorts, and skirts

Trousers, shorts, and skirts must be dark grey and worn at the waist. Students must wear pleated or pencil regulation skirt, school regulation trousers, or tailored shorts. The skirt and shorts should be at knee length. No tube skirts, or skirts with splits are acceptable. Skirts must not be rolled to shorten the length.



Shorts must be a smart school short that are tailored and unbranded. This excludes chinos, denim, or any canvas variety. The wearing of shorts does not permit the students to wear casual versions of the uniform, and the rest of the uniform items must be worn.

In the Primary phase, students may also wear a grey pinafore dress in place of the grey skirt.

### Tight and socks

Only plain dark grey or black tights are permitted; students do not need to wear tights and can opt for plain grey or black socks instead when wearing the winter uniform. During the summer months, students wearing the summer dress should wear white socks.

### School shoes

Students must wear smart shoes with black shoelaces or Velcro, and not trainers (see below for clear visual guidance). Students may wear trainers outside at break time only if they are actively playing sport. Shoes should be flat, black, leather shoes (including suede and patent leather). Shoes must be plain, without branding logos or coloured stitching. This **does not** include black leather trainers.



Strictly no trainers, trainer-style shoes, canvas shoes, sandal-style shoes, or non-formal shoes are permitted. Students must arrive at school in shoes. Students are **only** allowed to wear plain black trainers to lessons if they have a medical reason for this and have a letter from their parent or a medical professional explaining the reason for this.

### Coats

Hoodies are **not acceptable** and are not to be worn at any point on school grounds; these will be confiscated immediately. but it must be a normal coat or jacket. Knitted woollen jackets will be treated as cardigans.

Coats may not be worn in lessons and students are expected to take them off, so they are 'Ready to Learn' rather than wait to be asked. If a room is particularly cold due to an unforeseeable reason, the Class Teacher will use their professional judgement to decide if coats should be worn or not.

### School bags

In the Primary phase, students from Reception to Year 2 should use the burgundy book bags at school. From Year 3 upwards, students may choose to use a plain black or Gildredge House branded rucksack instead.



## Specific guidance for Secondary phase students

### School blazers

In the Secondary phase, students should wear their school blazer every day; it should be worn at the start of the school day, at the start and end of each lesson and when moving through the corridors.

Students are also expected to wear their blazer to and from school. Students may ask their Subject Teacher if they can remove their blazer if they are too warm in class.



### Shirts

Plain white shirts must be tucked in at all times. The top button must be fastened. Shirts can be short or long-sleeved, however, sleeves must not be rolled up when wearing a long-sleeved shirt.

### Ties

School ties are compulsory for all students in Years 7-11 and should be ordered through our uniform supplier, Brigade. Students that are selected for our Student Leadership Team will be presented with a tie that can also be worn. Ties must be pulled up to the collar and worn at full length.

### Trousers, shorts, and skirts

Trousers, shorts, and skirts must be dark grey and worn at the waist.



Students must wear a pleated or pencil regulation skirt, school regulation trousers, or tailored shorts. The skirt and shorts should be at knee length. No tube skirts, or skirts with splits are acceptable.

Skirts must not be rolled to shorten the length.

The shorts are a smart school short that are tailored and unbranded. This excludes chinos, denim, or any canvas variety.

The wearing of shorts does not permit the students to wear casual versions of the uniform, and the rest of the uniform items must be worn.

### Tights and socks

Plain dark grey or black tights are permitted only; students do not need to wear tights and could opt for ankle socks instead. Socks should be plain dark grey or black only. Sports, branded, or socks with logos are not permitted.

### School shoes

Students must wear smart shoes with black shoelaces or Velcro, and not trainers (see below for clear visual guidance). Students may wear trainers outside at break time only if they are actively playing sport. Shoes should be flat, black, leather shoes (including suede and patent leather). Shoes must be formal, work-style shoes, without branding or logos or coloured stitching. This **does not** include black leather trainers.



Strictly no trainers, trainer-style shoes, canvas shoes, sandal-style shoes, or non-formal shoes are permitted.

Students must arrive at school in shoes and will be asked by staff to change immediately if they are wearing trainers. Students are **only** allowed to wear plain black trainers to lessons if they have a medical reason for this and have a letter from their parent/medical professional explaining the reason for this.

### Coats

Hoodies are **not acceptable** and are not to be worn at any point on school grounds; these will be confiscated immediately. Students may wear a coat, but it must be a normal coat or jacket. Knitted woollen jackets will be treated as cardigans.

Coats may not be worn in lessons and students are expected to take them off, so they are 'Ready to Learn' rather than wait to be asked. If a classroom is particularly cold due to an unforeseeable reason, the Subject Teacher will use their professional judgement to decide if coats should be worn or not.

### School bags

In the Secondary phase, all bags **must be plain black** and should be big enough to hold A4-sized workbooks comfortably without causing any damage.

The school's uniform supplier, Brigade, offer a Gildredge House branded rucksack. Alternatively, a plain black rucksack is acceptable. School bags featuring inappropriate images, slogans, or phrases are not permitted. The school encourages students to bring only non-valuable bags to school; the school will not be liable for lost or damaged school bags.