



Policy Review and Approval

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Reviewed by: Assistant Head Teacher: Behaviour and Attendance
Approved by: 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 school 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 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 both boys and girls 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.

Smart uniform ensures that all students are prepared for work, both in school and beyond. A student arriving at school without the correct uniform will be refused entrance and returned home at the parent's expense. It is a parent's responsibility to ensure that their child changes into appropriate school uniform so that they can be readmitted to school. We expect parents to endorse these principles and support the school to ensure the Uniform Policy applies to every student.

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 relevant 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 school uniform's cost 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 relevant Uniform List. 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 are dealt with on a case-by-case basis by the 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, however, where the needs of these students cannot be met in the standard Uniform Policy, reasonable adjustments will be considered and permitted wherever possible on a case-by-case basis in consultation with the Head of School, Head Teacher and SENDCo.

Procedure in the event of non-compliance

Staff members are permitted to discipline students who are not adhering to this policy, in accordance with the school's Student Behaviour for Learning and Exclusion Policies.

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. When deciding whether to allow a student to return home, the school will consider the students' 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 uniform breaches, the absence is recorded as 'authorised'. If a student repeatedly breaches uniform rules, or takes longer than necessary to rectify the uniform issue, the absence is counted as 'unauthorised'. Parents/carers will be notified in all cases.

Non-compliance with the Uniform Policy is investigated on a case-by-case basis. We may impose sanctions for breach of the Uniform Policy. 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. Persistent non-compliance of the uniform requirements will be dealt with as a disciplinary matter. We may ask a student to go home to change their clothes. 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. In such cases parents will be notified. We will always bear in mind the age and vulnerability of the child and availability of a parent. Suspension is not usually an appropriate response to breaches of this policy, except where persistent and defiant. Uniform requirements will be enforced by all staff.

Further guidance

Full school uniform must be worn to and from school on 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.

School ties are compulsory for all students in Years 7-11 and should be ordered through our uniform supplier. Students that are selected for our Student Leadership Team will be presented with a tie that can also be worn.

The decision to vary school uniform in the light of weather changes lies at the discretion of the Head Teacher. This will be communicated home prior to the school day.

PE kit is also a requirement and details are published in the relevant Uniform List.

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

Strictly no chewing gum.

Monitoring and evaluation

The policy is under review annually, this includes supply arrangements and costs.

Specific school uniform guidance

School blazers

In Secondary, students should wear the school blazer every day and it should be worn at the start of the school day and at the start/end of each lesson. Students are also expected to wear their blazer to and from school. Students may ask a teacher if they can remove their blazer if they are too warm in class.



School shoes

In both the Primary phase and Secondary phase, students must wear smart shoes with black shoelaces, or Velcro and not trainers (see below for clear guidance). Students may wear trainers outside at break time only if they are actively playing sport.

In the Secondary phase, 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.

In the Primary phase, students may arrive at school in trainers on the days they have PE.



PE kit

In the Primary phase, students should wear their PE kit to school on the days they have PE.

Shirts

In the Secondary phase, plain white shirts must be tucked in at all times. The top button must be fastened and ties pulled up to the collar and at full length. Shirts can be short or long sleeved; however, sleeves must not be rolled up when wearing a long-sleeved shirt.

Trousers, shorts, skirts

These items must be dark grey and worn at the waist. In the Secondary phase, students must wear pleated or pencil regulation skirt, school regulation trousers or tailored shorts. The skirt and shorts should be at knee length and no tube skirts, or skirts with splits are acceptable. Skirts must not be rolled to shorten the length. In the Primary phase, students may also wear a grey pinafore dress in place of the grey skirt.

The shorts are a smart school short that are tailored and unbranded. This excludes chino, 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 items must be worn. Students will be discouraged from wearing these in Terms 2-5 when the weather is colder to prevent disruption.



Skirt and Trousers



Shorts (optional)

Coats

Hoodies are **not acceptable** as coats and are not to be worn at any point on school grounds (these will be confiscated immediately). Students may wear a coat but they must be normal coats or jackets. Knitted woollen jackets will be treated as cardigans. Coats may not be worn in lessons and students are expected to take them off 'Ready to Learn' rather than wait to be asked. If a room is particularly cold due to an unforeseeable reason, the 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 3 should use the burgundy book bags at school. From Year 3 upwards, they may choose to use a plain black or Gildredge House rucksack instead.

In the Secondary phase, all bags **must be plain black** and should be big enough to hold A4-sized work books comfortably without causing any damage. Our uniform supplier has Gildredge House rucksacks available, alternatively a plain black rucksack is an option. School bags featuring inappropriate images, slogans or phrases are not permitted. The school encourages students to bring non-valuable bags to school. The school will not be liable for lost or damaged school bags.

Tights and socks

In the Primary phase, plain dark grey or black tights are permitted only; students do not need to wear tights and could 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.

In the Secondary phase, plain dark grey or black tights are permitted only; students do not need to wear tights and could opt for socks instead. Socks should be plain dark grey or black only. Strictly no white, coloured or colour-patterned socks all year round.

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, 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. Hair longer than shoulder length can be worn up or down. In subjects are subject to 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.

NB: Non-regulation uniform items may be confiscated in accordance with the school's Student Behaviour for Learning and Exclusion Policies.