



Uniform Policy

Review cycle: Bi-Annual

Approval level: Governors

Tier: 1

Staff responsible for review: Deputy Headteacher (PDBW/HR)

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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

Todmorden High School recognises that uniform can be highly beneficial to students, playing a key role in promoting the ethos of the school, providing a sense of belonging and identity and setting an appropriate tone for education. Uniform can create a shared identity and a sense of common purpose.

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 style their hair in the way that is appropriate for school yet makes them feel most comfortable
- 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 us by email marking your request FAO : Deputy Headteacher (admin@todhigh.co.uk) 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 where possible for example, by only asking that the blazer, and the school PE top, features the school logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- 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
- 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

A white tailored shirt, with a proper shirt collar, which can be tucked into your waistband and has a top button you can fasten (long or short sleeved).	Required (<i>generic acceptable</i>)
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School Tie (Royal blue striped tie) worn so that it reaches the waistband.	Required (branded)
Black school blazer with the school logo on it.	Required (branded)
Black V-neck jumper to wear under your blazer.	Optional (<i>generic acceptable</i>)
Plain tailored trousers, full length (at least to the ankle). <i>No leggings, jeans, tracksuit bottoms or jersey fabrics.</i>	Required (<i>generic acceptable</i>)
Plain, knee length, black tailored shorts. <i>No jeans, tracksuit bottoms or jersey fabrics.</i>	Seasonal - when indicated by the school in the case of warm weather
Plain tailored knee length pleated or A-line style skirt. Knee length means the skirt should be touching the crease of the back of the knee and the knee cap at the front. The skirt should not be tight fitting or made from stretchy fabrics. If wearing a skirt, socks or tights must be worn (not both together).	Required (<i>generic acceptable</i>)
Socks must be plain, not patterned, and either black, white or grey. They must also be either knee or ankle length.	Required (if wearing a skirt either socks or tights should be worn - not both together)
Tights must be plain, black and opaque.	If wearing a skirt either socks or tights should be worn - not both together
Plain black, leather or leather look (not canvas) flat shoes or ankle boots with black laces. <i>No sandals, trainers, logos or branding.</i>	Required (<i>generic acceptable</i>)
A black kameez can be worn in addition to the rest of the uniform, where required. A hijab can also be worn.	Optional
Sturdy bag.	Required
Outdoor coat for cold/wet weather. <i>No cardigans, body warmers or non-uniform jumpers including sweatshirts or hoodies.</i>	Optional (dependent upon season)
Lanyard.	Required (provided by school)

PE kit

School PE shirt (dark blue with light blue trim and the school logo). Plain black jogging bottoms or shorts.	Required (branded)
Plain black jogging bottoms or shorts.	Required (<i>generic acceptable</i>)
Long Sleeved PE Shirt (picture below)	Optional (branded)
Trainers	Required (<i>generic acceptable</i>)

Appearance expectations

- Single, plain ear studs are permitted but must be removed for PE. No other piercings allowed.
- No excessive make-up.
- No nail varnish or gel nails. Eyelashes should look natural.
- Students who use henna in their cultural celebrations should avoid applying it to their nails as it looks like nail varnish and cannot be removed. Henna patterns on hands, which fade quite quickly, are acceptable.
- No hoodies or other non-uniform jumpers.

4.2 Where to purchase it

Our uniform suppliers

For branded items of school uniform:

J3 & Annabelle Clothing	Standish Street, Burnley, BB11 1AP	01282831087
The Uniform Shop	25 Union Street, Halifax, HX1 1PR	01422382550
Moses Uniform Shop	21-23 Oldham Road, Rochdale, OL16 1UA	01706644447
Ann's Schoolwear	5a Union Street, Bacup, OL13 0AA	01706875127

We have a second-hand uniform shop in school where parents and carers can acquire uniform for their child should they need to. The uniform shop is available within school opening hours. Parents and carers can contact the school admin@todhigh.co.uk or 01706813558 if they want to access the second-hand uniform shop.

All items not marked as branded in our uniform listing can be purchased at 'high-street' retailers and other shops.

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 our Deputy Headteacher 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
- In good condition
- In line with this policy

Parents are also expected to contact our Deputy Headteacher 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 by:

- ARCH advice (taken from our behaviour for learning policy)
 - *"Where the correction involves uniform, the following process will be applied: If a student arrives in the incorrect uniform, they will be immediately offered the opportunity to correct this. It may be appropriate to allow the student home to change [if this is the case the student must be back in the school building within the hour; this is not an exclusion and will only be used where it efficiently supports getting students into lesson], parents / carers may be contacted to support addressing the uniform correction or alternatively an item of uniform may be borrowed from our in-school supply. If students / parents or carers object to an item of uniform being borrowed from our in-school supply, it may be worth considering having spare uniform at home including shoes. We will not permit students to attend lessons without the correct uniform unless circumstances are exceptional. Waiting for a new pair of shoes to arrive, when we have shoes to borrow in school, does not count as exceptional circumstances. If a student is found to be wearing incorrect uniform during the school day, they will be supported to make the needed adjustments and will be allowed to borrow items of uniform as above. Students wearing items of clothing not permitted, such as hoodies, will either be asked to put said item / items in their bag or they will be confiscated until the end of the day."*
- ARCH -1 point on Class Charts (disrespecting uniform/equipment expectations).

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 bi-annually by our Deputy Headteacher. At every review, it will be approved and ratified by the Governors.

7. Links to other policies

This policy is linked to our:

- Behaviour for learning policy
- Equality information and objectives statement
- Complaints policy

This policy was created taking into account guidance from the Department for Education on:

[School uniforms: guidance for schools - GOV.UK \(www.gov.uk\)](http://www.gov.uk/government/guidance/school-uniforms-guidance-for-schools)

[School uniform - GOV.UK \(www.gov.uk\)](http://www.gov.uk/government/guidance/school-uniform)

[Cost of school uniforms - GOV.UK \(www.gov.uk\)](http://www.gov.uk/government/guidance/cost-of-school-uniforms)