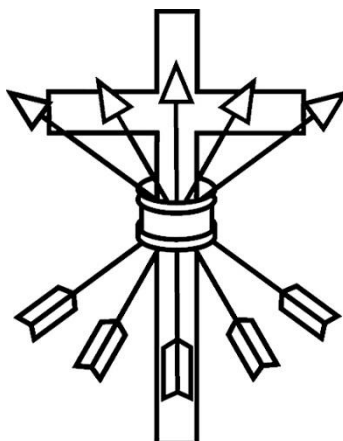


WADDESDON CHURCH OF ENGLAND SCHOOL



UNIFORM POLICY

Policy Statement

Abiding by this policy and the legislation set out in the Equality Act (2010) enables all members of our community to 'live life to the full', without fear of discrimination or harassment. Fullness of life is not merely a promise to people individually, but the collective celebration that, although different, we are all born with unique talents and equally loved in the eyes of God.

Education in all its fullness unlocks our talents in a positive, inclusive and welcoming environment; this includes ensuring that our uniform does is affordable and accessible for each individual student who attends Waddesdon.

POLICY STATUS:	School
BASED ON	
COMMITTEE RESPONSIBLE:	Curriculum & Student Wellbeing
GOVERNING BODY APPROVAL:	05.10.22
REVIEW DATE:	Autumn Term 2025

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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:

- 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 wear headscarves and other religious or cultural symbols

- Give all pupils the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Mr James Sturla, Pastoral Lead, 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 make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents/carers

We do this by:

- Ensuring that our school provider is competitive in terms of cost, durability and quality
- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible and reducing the costs associated with logos and other distinguishing characteristics
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats and bags
- 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 except where strictly necessary

- **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

We place great emphasis on the appearance of our students and uniform is an integral part of the custom and character of the school.

In Years 7-11 blazers and skirts from the school supplier 'Stevensons' are compulsory.

UNIFORM YEARS 7-11

BOYS: Plain black trousers (not with patch pockets, please)

White shirt which will tuck in and is designed to take a tie

Black blazer with school badge already embroidered onto the breast pocket

School tie

Discreet black belt

Plain black shoes (not 'trainer' style shoes with Velcro)

A plain black V-neck jumper may be worn with the blazer in cold weather. (Cardigans are not acceptable).

GIRLS: Plain black school skirt with logo, or plain full length trousers (not with patch pockets, please)

White shirt which will tuck in and is designed to take a tie

Black blazer with school badge already embroidered onto the breast pocket

School tie

Discreet black belt

Plain black shoes (not 'trainer' style shoes with Velcro)

A plain black V-neck jumper may be worn with the blazer in cold weather (cardigans are not acceptable).

(Skirts and blazers are available only through the school supplier)

TIES: **YEARS 7, 8, 9 & 10:** Green/black/silver with school motif

YEAR 11: Plain green with school motif

Both ties are available from the school.

As a safety precaution, necessary when moving around the school, shoes must have backs to them, no training shoes, and no boots, and no heels higher than two inches. Please do not wear stiletto-heeled shoes, as they damage floors and carpets.

Students have a responsibility to dress smartly and sensibly. The school's dress code is constantly monitored during the course of the year. Thus parents must be satisfied that any garments purchased for school conform to the uniform that has been negotiated and agreed.

As a school we support the Halo Code. This means that we champion the right of staff and students to embrace all Afro-hairstyles.

Extreme hairstyles, including sculptured haircuts, and obviously dyed hair, features such as razored eyebrows, any facial and tongue piercing, jewellery, acrylic and/or painted nails are not permitted. Please remember: NO earrings, only discreet plain studs; two studs per ear (ear lobe only) is the maximum allowed. (To allow time for healing, we advise that ears should not be pierced during term-time). No earring type is permitted to be worn in PE lessons. Only subtle use of make-up is permissible. Facial hair can be grown, if you wish, so long as it is kept neat and tidy. Tattoos are strictly forbidden.

Girls' skirts should be business-like and in line with the practicalities of everyday life. In order to facilitate this, we expect that girls wear the black monogrammed school skirt (from Stevensons). No other skirts are allowed. We ask that parents do not modify the skirt by shortening the hemline. In school, skirts must be worn correctly. Skirts should sit on the waist and should not be rolled or tied up in any way. Our expectation is that students not only wear school uniform but look smart when they are doing so. Blazers should be worn at all times around the school site.

There is no compulsory outdoor dress. Coats and jackets should be smart. Denim jackets, tracksuit tops and jackets with large logos and hoods are not acceptable. Outdoor dress, including scarves, should not be worn inside the school building.

NOTE: Full school uniform should be worn both to and from school.

SCHOOL PE KIT

BOYS: Hooded sweatshirt (optional), rugby jersey, rugby shorts, polo shirt (available only through school supplier). Black shadow-stripe shorts (no cycling shorts), plain black games socks, shin pads, gum shield, football boots (no blades), outdoor trainers (astro, grass and tennis courts), indoor trainers (non-marking sole) and a named towel.

GIRLS: Hooded sweatshirt and polo shirt (available only through school supplier). Black shadowstripe shorts (no cycling shorts), plain black games socks, shin pads, gum shield, totally black tracksuit trousers*, football boots (no blades), outdoor trainers (astro, grass and tennis courts), indoor trainers (non-marking sole) and a named towel. *Tracksuit trousers with school logo are available from our supplier, if preferred.

School uniform and sportswear can be ordered online at www.stevensonsonline.co.uk

SIXTH FORM: BUSINESS DRESS

As a member of the Waddesdon Sixth Form, you are expected to maintain a high standard of personal presentation by observing the Sixth Form Dress Code. For young men, this means wearing a suit with a shirt and tie. For young women, this means wearing a suit jacket, with a smart dress, trousers or skirt. Skirts and dresses must be an appropriate length and style for school as deemed by the Head of Sixth Form. Young men may grow facial hair as long as it is kept neatly trimmed and students who have a nose piercing may wear a small, plain silver or gold stud.

For clarity, the following are not allowed: jeans; leggings; jeggings; trainers or trainer-like footwear; denim or leather skirts; strappy dresses or tops; long-sleeved or short-sleeved T-shirts; sweatshirts; hoodies. Hair must be a natural colour.

Please note that we will continue to allow students to wear clothes specified by religious observance.

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 Mr Sturla 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 Mr Sturla 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 Heads of Year and Mr Sturla.

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 three yearly, or if the need arises by Assistant Head, Pastoral. At every review, it will be approved by the Curriculum and Student Well-being Committee

7. Links to other policies

This policy is linked to our:

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