



TOLWORTH GIRLS' SCHOOL & SIXTH FORM SCHOOL UNIFORM POLICY

Full Governing Body/Committee: FGB

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INTRODUCTION

This policy aims to:

- Ensure that the uniform we have is of reasonable cost and offers the best value for money for parents/carers
- Ensure that we will avoid discrimination in line with legal duties under the Equality Act 2010
- Set out our expectations for the school uniform

The Purpose of our School Uniform is to:

- Instill pride in the Academy and provide a sense of identity and belonging
- Promote the ethos of the Academy
- Support positive behaviour and discipline
- Nurture cohesion and promote good relationships between different groups of students
- Act as a social leveller and protect children from peer and social pressures to dress in a particular way, or to wear fashionable expensive items
- Ensure all students of all ethnic backgrounds feel welcome

In setting this policy, we have:

- Ensured that the cost of the uniform is affordable, taking into account all items parents/carers will need to provide while their child is at the Academy and keep all branded items to a minimum.
- Had regard to our obligations under the Human Rights Act 1998 and the Equality Act 2010 as well as the Department for Education's [statutory guidance on the cost of school uniforms](#) and [non- statutory guidance on school uniforms](#).

This policy applies to students in Years 7-11; there is a separate dress code published for students in the Sixth Form.

AN INCLUSIVE UNIFORM

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, we:

- Avoid listing uniform items based on sex, to give all students 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 students
- Allow all students to style their hair in the way that is appropriate for school yet makes them feel most comfortable (Health & Safety is important)
- Allow students to wear headscarves and other religious or cultural symbols (subject to Health & safety considerations)
- Allow for adaptations to our policy on the grounds of equality by asking students or their parents/carers to get in touch with the Headteacher who can answer questions about the policy and respond to any requests

AN AFFORDABLE UNIFORM

Our Academy 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 ensure that our uniform is available at a reasonable cost and provides best value for money for parents/carers by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Keeping branded items to a minimum
- Avoiding specific requirements for items students can wear on non-school day such as coats and bags and shoes
- Considering cheaper alternatives to school branded items, as long as this does not compromise quality and durability
- Keeping the number of optional branded items to a minimum so that the academy's uniform can act as a social leveller
- 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/carers and students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy
- Re-tendering the contract for our uniform supplier at least every 5 years

UNIFORM EXPECTATIONS

- Students are expected to follow the school uniform policy and wear the school uniform as **prescribed in Appendix 1**. They are expected to be neat and have a good standard of personal appearance as appropriate for school
- Students must wear their lanyard at all times - this is essential due to safeguarding issues
- Students must not wear makeup, acrylic or false nails and finger nails must be maintained at a reasonable length (in accordance with Health & Safety considerations so that all students are able to participate fully in practical aspects of lessons)
- Students may wear a pair of studs in each ear and a watch, but no other jewellery is permitted
- Coats, hats, gloves and scarves may be worn in cold weather, but are not to be worn inside the school building (scarves, snoods etc. should not be worn pulled over the face at any time)
- Sturdy, smart black shoes must be worn by students at all times; trainers or sliders or trainer shoes are not permitted
- If students arrive at school without appropriate uniform or in breach of any of the above this may result in:
 - A green slip and or a detention for repeated infringements
 - The student being out of lessons or school circulation until the breach is resolved

Where legitimate reasons are given for students wearing incorrect uniform i.e. damaged clothes or medical issue, this should be supported by way of a signed note by the parent/carer for the attention of the student's Form Tutor.

- Hair should be clean and tidy; long hair should be tied back from the face and other hair accessories should be strictly functional and conservative in style (for example no 'JoJo bows'). Extreme hairstyle including the following are NOT permitted.
 - Close shaved heads or areas of the head - a grade 2 is the minimum acceptable hair length
 - Patterns, lines, tracks shaved or cut into the hair or eyebrows
 - No extreme hair colours
- TGS specific items as identified in Appendix 1 (these are branded except TGS skirts, which is a particular style item, are currently only available from the school uniform provider). All other items may be purchased from any retailer inside the guidelines given.
- All clothing should be clearly marked with the owners name; this will help when tracing lost property. However, the Academy cannot be responsible for any loss.

- All students are expected to wear the correct uniform in school (both during the day and evening events) and on journeys to and from school.
- We would encourage all students to donate unwanted uniform so that we can recycle it and continue to provide the opportunity for parents/carers to purchase recycled (second hand) uniform.
- Ongoing breaches of our uniform policy will be dealt with under our Behavior policy.

In cases where it is suspected that financial hardship has resulted in a student not complying with the uniform policy staff will take a mindful and considerate approach to resolving the situation. **It is vital that parents/carers inform us if they are experiencing problems/issues so that we can work together to resolve the situation.**

Religious and Cultural Items

Tolworth Girls' School & Sixth Form, is very sensitive to the needs of different cultures, races and religions and will act reasonable in accommodating these needs on a case by case basis, subject to health & safety considerations and its overriding obligation to keep students safe.

- Head coverings, where a requirement of the student's religion or belief and which do not cover the face are permitted, subject to any specific health & safety considerations, which may need to be addressed, in particular, hijabs should be of reasonable length and secured for PE and all practical lessons.

PE/Dance lessons, Extra-curricular Activities, the Extended Day

Students participating in extra-curricular activities and any after school intervention and support should do so in full and correct school uniform, as the activity dictates, or in PE kit unless otherwise directed. Any additional items for specific sports may also be worn.

Hardship

At the discretion of the Academy, items of school uniform will be provided to students whose families are experiencing financial hardship (funded by the pupil premium grant). Parents/carers may also be supported to apply to the Local Authority for a uniform grant.

Complaints about School Uniform

Parents/carers should raise any complaints about the school uniform/dress code using the Academy complaints procedures.

Monitoring & Evaluation

The Headteacher will monitor the efficacy of the policy on a regular basis, taking into account any comments from students and parents/carers about the uniform or the cost of supplying it. The cost of the uniform will be reviewed by the Trust to demonstrate to parents/carers how best value has been achieved.

LINKS TO OTHER POLICIES

This policy is linked to our:

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

Appendix 1

SCHOOL UNIFORM

Compulsory items:

- Navy-badged blazer
- White reverse blouses
- *Tartan skirt - **worn to the knee**
- *Plain navy trousers
- Black tights or socks - **leggings are not permitted**
- Black/navy coat
- Black school shoes - **no trainers**
- House colour pins
- School Bag- able to hold A4/3 and text books

Optional items:

- Apron navy
- Apron ecru
- Navy jumper with logo
- Navy/black head scarf
- Navy hooded top with logo

PE /DANCE UNIFORM

Compulsory items:

- White polo shirt with logo
- Navy shadow stripe shorts
- Yellow games socks
- Navy sweatshirt with logo
- Navy jogging bottoms