



## School Uniform Policy

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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 age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, our school will:

- Make sure that our uniform costs the same for all students
- Allow all students to style their hair in a way that is appropriate for school and makes them feel most comfortable
- Allow students to wear headscarves and/or other religious garments
- Allow students with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking students or their parents to get in touch with the Head Teacher, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

### **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 jumper, school PE hoody and PE t-shirt features the school logo
- Avoiding different uniform requirements for different year/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling different groups for interschool competitions
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents and students 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**

<b>Formal Uniform</b>	
Skirt or trousers	Mackinlay tartan pleated skirt Plain charcoal grey school trousers
Jumper (Compulsory)	V neck with school crest
Shirt	White collared shirt, either long or short sleeved
Hosiery	Plain black or flesh coloured tights or white ankle socks
Shorts (optional) term 5-6 only	Plain grey charcoal tailored school shorts
Summer dress terms 5-6 only (optional)	This is being phased out but may still be available should you wish to purchase one
Footwear	Low heeled, black school shoes
Coats	Practical and warm school coats. Non-school hoodies are not to be worn in place of a coat
Headscarves	Religious headscarves should be plain colours

<b>PE uniform</b>	
PE top (compulsory)	Black and Green PE top with school crest (unisex or fitted style)
Shorts, skort, tracksuit bottoms or leggings	Plain black only, no logos
Hoodie	Black and Green hoodie with school crest
Socks	Plain black knee length socks
Footwear	Indoor trainers (must be kept clean for indoor use) Outdoor trainers Football boots (optional)
Accessories	Shin pads (must be worn in order to participate in some sports) Mouth guard (must be worn in order to participate in some sports) Base Layers (optional)

### **Jewellery**

Stud earrings only can be worn. No other facial piercings are permitted.  
Necklaces and bracelets can be worn as long as they are not visible or a risk to health and safety.  
Rings are not to be worn.

### **Hair**

Hair must be styled appropriately for school with natural hair colours only.

We have adopted the Halo code:

“Our school champions the right of staff and students to embrace all Afro-hairstyles. We acknowledge that Afro-textured hair is an important part of our Black staff and students’ racial, ethnic, cultural, and religious identities, and requires specific styling for hair health and maintenance. We welcome Afro-textured hair worn in all styles including, but not limited to, afros, locs, twists, braids, cornrows, fades, hair straightened through the application of heat or chemicals, weaves, wigs, headscarves, and wraps. At this school, we recognise and celebrate our staff and students’ identities. We are a community built on an ethos of equality and respect where hair texture and style have no bearing on anyone’s ability to succeed.”

### **Make Up**

Light foundation and/or concealer permitted, no visible eye make-up or lip gloss/stick.  
False eyelashes or false/painted nails are not permitted.

## **4.2 Where to purchase it**

The majority of the school uniform may be purchased through our supplier:  
Horncastles Ltd, 66 High Street, Sevenoaks, Tel: 01732 453574. [www.horncastles.co.uk](http://www.horncastles.co.uk)

Our PTA also operate an outgrown uniform shop. <https://www.tgs.kent.sch.uk/>

PE kit can only be ordered online at:

<http://shop.xstreamgroup.co.uk/tonbridge-grammar-school-49-c.asp>

A contribution towards uniform costs will be made for students who are in receipt of a Pupil Premium grant.

## **5. Expectations for our school community**

### **5.1 Students**

Students are expected to wear the correct uniform (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)

Students are also expected to contact the Head Teacher 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 and carers are also expected to contact the Head Teacher 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 and carers 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 and carers to arrive at a mutually acceptable outcome.

### **5.3 Staff**

Staff will closely monitor students to make sure they are in correct uniform. They will give any students and families breaching the uniform policy the opportunity to comply but will follow up with the headteacher if the situation doesn't improve.

In cases where it is suspected that financial hardship has resulted in a student not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

### **5.4 Trustees**

The trustee 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 students
- Offers a uniform that is appropriate, practical and safe for all

The board will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money.

## **6. Monitoring arrangements**

This policy will be reviewed every 3 years by the Head Teacher. At every review, it will be approved by Trustee Board.

## **7. Links to other policies**

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy
- Pupil Premium Policy