



# STOCKSBRIDGE HIGH SCHOOL

## Student Uniform Policy

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**Changes to this edition**

First edition.

## **Purpose**

Stocksbridge High School believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all students, regardless of their protected characteristics or socio-economic circumstances.

We believe that students learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate tone for education.

## **Aims**

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all students, is affordable and is best value for money for the school and students' families.

## **Links other Documents**

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018

This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'

This policy operates in conjunction with the following Trust and school policies:

- Trust Complaints Procedure
- School Behaviour Policy
- Trust Finance Policy
- Trust SEND Policy
- Trust Charging and Remissions Policy

## **Roles and Responsibilities**

*The Local Governing Body is responsible for:*

- Establishing, in consultation with the Headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible and inclusive, and does not disadvantage any students, by virtue of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, students and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's 'Cost of school uniforms' guidance.
- To ensure a fair and equitable process is in place to support families who need assistance with school uniform costs.

*The Headteacher is responsible for:*

- Enforcing the school's uniform on a day-to-day basis.
- Ensuring that school staff understand this policy and what to do if a student is in breach of the policy.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the Local Governing Body.
- Ensuring a process for reasonable adjustments to the School Uniform Policy are in place for students with specific needs.
- Developing and delivering a fair and equitable process to support families who need assistance with school uniform costs.

*Staff members are responsible for:*

- Ensuring that students dress in accordance with this policy at all times.
- Disciplining students who are in breach of this policy.
- Ensuring that students understand why having a consistent and practical school uniform is important.

*Parents are responsible for:*

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the Headteacher if their child requires a more relaxed uniform policy for a period of time or longer-term reasonable adjustments.

*Students are responsible for:*

- Wearing the correct uniform at all times, unless the Headteacher has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

## **Cost Principles**

The school is committed to ensuring that its school uniform is affordable and accessible to all students, and does not place an unreasonable financial burden on parents.

In accordance with the 'School Admissions Code', the Headteacher will ensure that the school's uniform policy does not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will consider the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, students at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of students with protected characteristics that may impact their ability to access the uniform due to costs.
- Looked After Children and Previously Looked After Children.
- Children with Special Educational Needs.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a student, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school keeps variations in school uniform for different groups of students, e.g. year group-specific items or house colours, to a minimum where possible to ensure that students can get the most wear out of their uniform possible and that parents can pass some items down to younger siblings.

The school keeps branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, including by virtue of logos, colours, design and fabrics. Where the school decides to require an item of branded clothing, it will conduct an assessment to ensure prices are kept as low as possible, e.g. by offering sew- or iron-on logo badges for jumpers that can be bought at retailers instead of requiring special branded jumpers.

The school is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective students, and that the best value for money is secured through reputable suppliers.

The school works with multiple suppliers to obtain the best value for money possible. Any savings negotiated are passed to parents where possible and does not enter into exclusive single supplier contracts or cash-back arrangements. More information on supplier processes can be found in the 'School uniform supplier' section of this policy.

The school will not amend uniform requirements regularly and will take the views of parents and students into account when considering any changes to school uniforms.

## **School Uniform Suppliers**

Our current school uniform supplier for branded items is:

Pinders Schoolwear  
Mansfield Road  
Aston  
Sheffield  
S26 2BS

0114 2513275

Branded uniform can be purchased either by telephone, on-line by visiting their website or visiting one of their retail outlets based at Aston or Rotherham.

The school will ensure that a written contract is in place with the supplier for branded items.

The school will re-tender the uniform contract every five years, whether changes to the uniform are made or not, in line with the statutory tendering and procurement requirements. The governing board will be able to demonstrate how uniform is procured at the best value for money. The Headteacher will work to ensure that the items are procured as cheaply as possible without compromising on the quality, e.g. by requesting standard-style items from the supplier rather than more intricate and unique designs.

The school does not sign contracts with suppliers before requesting visualisations of proposed uniform, as well as fabric samples.

Where the school is proposing to change suppliers, it will reach out to suppliers by October in the determination year.

## **Uniform Assistance**

The school holds second-hand school uniforms for children to access. Access to these uniforms is available upon request made to the Headteacher. Parents are invited to donate their child's uniform when they no longer need it to either the school or The Bridge Shop on Manchester Road, Stocksbridge

## School Uniform checklist

The school uniform is as follows:

Item	Optional or required	Branding	How to acquire	Cost per item from school supplier
<b>Regular school uniform</b>				
Grey branded jumper or cardigan	Required	School logo on right-hand side)	Branded sweatshirt and cardigan available from school supplier and second hand from school office.	£15 to £19
White, collared shirt. Long or short sleeved	Required	No branding	Available from school supplier, second hand from school office and available from regular retailers.	£14 to £22
School clip on tie	Required	Branded to school colours. Alignment to house is optional	Available from school supplier or school office	£6
Black tailored full-length trousers or knee height black skirt (not stretch material)	Required	No branding	Available from school supplier, second hand from school office and available from regular retailers*	trousers £13 to £17 Skirts £5.50 to £16.00
Sensible, plain black shoes	Required	No branding	Available from regular retailers.	N/A
<b>PE kit</b>				
PE t-shirt – Black/Maroon	Required	School logo on right-hand side	School logo on right-hand side	£12 to £14 Optional initials - £1
Plain black shorts	Required	No branding	Available from school supplier and available from regular retailers	£6.50
Optional PE Hoodie	Optional	School logo on right-hand side	School logo on right-hand side	£19.50 to £22.50 Optional initials - £1
Trainers	Required	No branding	Available from regular retailers	NA

\* trousers and skirts purchased from the school's pages of Pinders website are guaranteed to be compliant with the uniform policy. Detailed measuring instructions for trousers can be found here:

<https://stocksbridgehigh.co.uk/parents/uniform>

Other styles of trouser are not permissible. These include:

- Leggings
- Jeans
- Chinos
- Jeggings
- Joggers

Long sleeved shirts must have sleeves rolled down and shirts must be tucked in at all times. Grey school jumper or cardigan with sleeves rolled down must be worn at all times on corridors, at break/lunch and during assembly. During lessons they may be removed and placed on at the end of the lesson). During warmer weather school will communicate to parents when students can stop wearing jumpers/cardigans. No personal jumpers are permitted.

Belts must be plain black with a discreet buckle. No patterns on the belt or branded buckles are permissible.

We also encourage used uniform, in good condition, to be donated to The Bridge Shop on Manchester Road, Stocksbridge where it can be purchased, second hand, at a much-reduced cost compared to new.

Coats are not permitted to be worn inside the school building.

#### **Footwear**

- Students should wear formal black shoes or boots. No patterns, logos or decorative features are permissible.
- No trainers or pumps are permitted.
- Boots should be no more than ankle length and be covered by school trousers.
- Wearing trainers for medical reasons will only be authorised by the pastoral team and must be accompanied by medical evidence
- Trainers worn for medical reasons should be plain black with no logos makes or patterns visible.

A detailed guide to appropriate footwear can be found here:

<https://stocksbridgehigh.co.uk/parents/uniform>

#### **PE Kit**

As detailed in table above

## **Jewellery**

Jewellery must be discreet and pupils will be asked to remove it for PE and aspects of Design and Technology for safety reasons.

The following items are considered appropriate jewellery to be worn for school:

- One stud earring in each earlobe.
- Single neck chain (not worn outside of the shirt).
- One, small, plain ring.
- A watch

Students are not permitted the following items of jewellery:

- Any Facial piercings including; eyebrow, lip, nose, tongue etc.
- Industrial ear-piercing (bar crossing two parts of the ear)
- Any hooped earring
- No body piercings
- Any other ear piercing not in the ear lobe

Students will be expected to remove such piercings during the school day. If students have piercings done during the academic year which do not comply, they will still be expected to remove these even if this means a risk of the piercing 'healing up.

## **Hair**

Haircuts must be in a natural colour and an appropriate style for school—no unnatural colours or shaved lines or patterns in hair.

## **Make-up**

Make-up must be natural, and discreet. The following make up would be considered appropriate for school:

- Light Foundation
- Lightly applied mascara
- Lip balm

Students are not permitted to wear the following make-up:

- Lipstick
- Eye shadow
- Heavy blusher
- Fake eyelashes
- Fake nails of any length - If natural nails are unsuitably long for activities in school, students will be asked to reduce their nails to a suitable length. Students are expected to comply with this request. School will apply the same sanctions as false nails if the length of nails are not shortened in an appropriate amount of time.

## **Equipment**

It is expected that students have the following equipment with them:

- Planner
- Reading book
- Pencil case including the following:
- Pencils
- Pens (variety of colours)
- Ruler
- Rubber
- Maths equipment including:
- Scientific calculator
- Compass
- Protractor

## **School bag**

Students are required to bring their equipment for school in an appropriate bag or backpack.

## **Non-Compliance**

Staff members are permitted to discipline students for breaching this policy, in accordance with the school's Behaviour Policy. This can be found here: <https://stocksbridgehigh.co.uk/dfc-and-policies/policies>

## **Labelling**

It is strongly recommended that all students' clothing and footwear should be clearly labelled with their name.

Any lost clothing is to be taken to the lost property box in shop area near the main office. All lost property is retained until the end term and is disposed of if it is not collected within this time.

## **Adverse Weather**

The school reserves its right to make adaptations to the Uniform Policy during adverse weather conditions such as extreme heat or cold.

All students will be encouraged to wear weather-appropriate clothing during adverse weather.

For hot temperatures, this may include:

- Removal of jumpers or cardigans
- Wearing of sunscreen with UV protection when outside, where possible; especially during PE.

If outside during break times, especially for primary aged children, students may be advised to wear sun-safe clothing or be advised to stay in an area protected from the sun.

For cold temperatures, students may be advised to wear:

- Warm coats or jackets
- Scarfs, gloves, coats and hats when they are outside.
- Warm jumpers and trousers for PE which, conform to the school's uniform policy.

## **Complaints and Challenges**

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Policy.

To make a complaint, parents should refer to the Complaints Policy and follow the stipulations outlined.

When a complaint is received, the school will work with parents to arrive at a mutually acceptable outcome.

## **Equality**

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, suitable for their needs, and reflects who they are.

The school will work to ensure that school uniform's cost does not disproportionately affect any students by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out in section 3.

The school will ensure that parents and students are consulted over any changes to school uniform, and that views and advice is sought specifically from students, and parents of students, who:

- Are transgender, including non-binary students.
- Have SEND and/or sensory needs.
- Are of a religious or cultural background that has dress requirements.

The school implements a gender-neutral uniform, meaning that students are not required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records. Transgender students are supported to access the uniform that best reflects their gender expression in line with the LGBTQ+ Policy.

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, will ensure that the needs and rights of individual students are weighed against any health and safety concerns for the entire school community.

Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the Headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

The school ensures that the needs of students with SEND and/or sensory difficulties are considered in the uniform policy, e.g. ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams; however, where the needs of these students cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

## Monitoring and Evaluation

This policy will be reviewed every three years, or in line with DfE Statutory guidance. At every review, it will be approved by the Trust Board and Local Governing Body.

## Equality Impact Assessment

The Trust will carry out an Equality Impact Assessment in order to ensure that policies, procedures and practices cater for individuals who share protected characteristics in relation to the Equality Act 2010. The purpose of these assessments is to ensure that policies, procedures and practices within the organisation are fair to all. If unfairness is highlighted, the assessment will also seek to show how this can be changed and, where it can't be changed, how it can be improved.

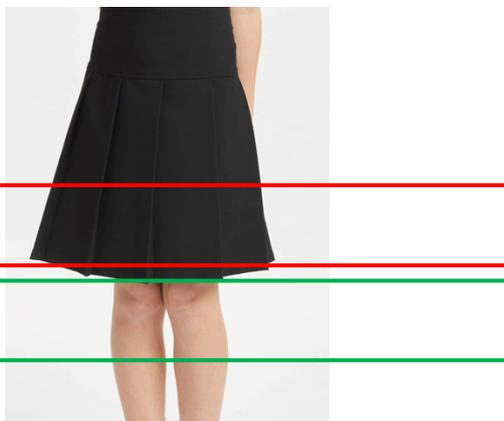
The Trust will monitor the impact of the policy to assess whether there is evidence of a detrimental impact on anyone with a protected characteristic as a result of the application of this policy. The assessment will include consideration of adaptations or changes which can be made to address any issues identified.

## Acceptable and Unacceptable Uniform

### Trousers and Skirts

The following guide has been produced to help parents understand whether or not footwear is acceptable before a purchase is made. Please check with us if you are unsure whether uniform is acceptable. This can be done by sending a picture or by bringing the shoes to the pastoral team before they are worn so they can be returned.

#### Skirts



Skirts that finish between the red lines are not acceptable as they are too short. The minimum skirt length should touch the top of the knee. Students will be challenged if it is any higher.

Skirts that finish between the green lines are acceptable if they are made of the correct material.



## Fabric

We do not allow stretch material on skirts or trousers. You can tell if the material is stretch if you hold it between both your thumb and forefinger and pull it tight. If the material is elastic allows you to keep pulling it, it is stretch material. If you pull the material tight and it does not give, then it is not stretch.

## Trousers

Trousers should be full length tailored trousers. They can be found at most uniform suppliers. Skin tight trousers are not permissible. Consider the following image:



Acceptable

Not Acceptable

When you look at the trousers next to each other, you can see that the tailored trousers that are acceptable stay a consistent shape all the way down the leg. The unacceptable trousers on the right get thinner towards the ankle. When you are browsing trousers, make sure that the fit does not resemble the trousers on the right and are loose around the ankle.

## The “Ankle Rule”

You may hear students talk about this with trousers. The reason we do this is to try and help you understand if the trousers are too tight. Some schools have tape measures in staff offices and measure the fit of trousers around the ankle. We did not want to do this! Therefore, we put the rule in place that you should not be able to see the students ankle while they are in uniform to help you buy trousers that are fitted correctly and allow staff to easily challenge incorrect uniform.

## Jeans

Jeans and trousers with rivets are not acceptable. A rivet is the button effect on a pair of jeans or trousers. They are not acceptable.



The following images give examples of skirts that are **acceptable** and **not acceptable** when worn for school, with an explanation or notes that may be useful. To view the image better, click on the image and re-size. (You must use MS word for this, all students have access through Office 365)

Image	Acceptable (Yes/No)	Reason/Notes
	<p style="color: green; font-size: 1.5em; text-align: center;">Yes</p>	<p>This is the minimum length for a school skirt that is acceptable.</p>
	<p style="color: red; font-size: 1.5em; text-align: center;">No</p>	<p>You can clearly see that the skirt is higher than the knee.</p>
	<p style="color: red; font-size: 1.5em; text-align: center;">No</p>	<p>It is harder to see the length of this skirt because it is worn with tights. However, it is still too short.</p>



Yes

This skirt just about meets the length expectations. We recommend you get a longer skirt, as if the student grows even a small amount, it won't be acceptable.



Yes

The colourful inner sole does not make this unacceptable as it cannot be seen.  
<https://www.marksandspencer.com/senior-girls-long-pencil-skirt/p/clp60100363?color=BLACK#intid=prodColourId-60100363>



No

This is stretch material and is skin tight.

	<p>Yes</p>	<p>These are tailored trousers. Please follow the link to order.</p> <p><a href="https://direct.asda.com/george/school/trousers/girls-black-plus-fit-slim-leg-school-trousers-2-pack/GEM729775,default,pd.html?cgid=D10M2G1C2">https://direct.asda.com/george/school/trousers/girls-black-plus-fit-slim-leg-school-trousers-2-pack/GEM729775,default,pd.html?cgid=D10M2G1C2</a> <u>1</u></p>
	<p>No</p>	<p>These are jeans and you can clearly see the rivets.</p>
	<p>Yes</p>	<p>These trousers from next have been popular with our students. They are a nice fit when worn.</p> <p><a href="https://www.next.co.uk/g241472s14/305345#305345">https://www.next.co.uk/g241472s14/305345#305345</a> <u>5</u></p>

## Footwear

The following guide has been produced to help parents understand whether or not footwear is acceptable before a purchase is made. Although this list is extensive, please check with us if you are unsure whether uniform is acceptable. This can be done by sending a picture or by bringing the shoes to the pastoral team before they are worn so they can be returned.

A note on boots.

Plain black boots are currently acceptable if covered by trousers to an acceptable length or worn with a knee length skirt. The following illustrates where trousers must finish when boots are worn:



Boots worn with trousers that finish at the red line when the student is stood upright are **unacceptable**.

Boots worn with trousers that finish at the green line when the student is stood upright

The following images give examples of shoes that are **acceptable** and **not acceptable** when worn for school, with an explanation or notes that may be useful. To view the image better, click on the image and re-size. (You must use MS word for this, all students have access through Office 365)

Image	Acceptable (Yes/No)	Reason/Notes
	Yes	The above guidance on boots must be followed.
	No	We class these as trainer style shoes.

	<p>Yes</p>	<p>These are plain black leather shoes stocked by many retailers.</p>
	<p>Yes</p>	<p>The shoe is plain black with plain black detail.</p>
	<p>Yes</p>	<p>The colourful inner sole does not make this unacceptable as it cannot be seen.</p>
	<p>Yes</p>	
	<p>No</p>	<p>Pump style trainers are not acceptable in the uniform policy.</p>
	<p>No</p>	<p>The sole of the shoe is not black.</p>
	<p>No</p>	<p>This is a trainer so cannot be worn.</p>

	<p>No</p>	<p>The red stitching means the shoe is not all black. Some parents have managed to colour in the stitching with a permanent marker to make this kind of shoe acceptable.</p>
	<p>No</p>	<p>The yellow stitching means the shoe is not all black. Some parents have managed to colour in the stitching with a black permanent marker to make this kind of shoe acceptable.</p>
	<p>No</p>	<p>Colouring in the stitching on these shoes will not make them acceptable as the sole is not black.</p>
	<p>No</p>	<p>The yellow stitching means the shoe is not all black. Some parents have managed to colour in the stitching with a black permanent marker to make this kind of shoe acceptable.</p>
	<p>No</p>	<p>The sole is not all black.</p>
	<p>Yes</p>	
	<p>Yes</p>	<p>Shoes do not need to be lace ups but please make sure the buckles on this style of shoe are black.</p>

	<p>No</p>	<p>The metal rings the laces go through are not black and there is a green label with a make that is not acceptable.</p>
	<p>No</p>	<p>These shoes look acceptable until you blow up the image. The arrow indicates where there is an unacceptable logo. Even though the logo is black, it is not acceptable. Trousers will not cover this logo to make the boots acceptable.</p>
	<p>Yes</p>	
	<p>No</p>	<p>The stitching around the sole is not all black. If your child likes this style of shoe, please look at the similar acceptable pair at the top of the list.</p>
	<p>No</p>	<p>The buckles on the shoe are silver. A similar style would be acceptable if the guidance on boots are followed and the buckles were black.</p>

	<p>Yes</p>	
	<p>No</p>	<p>The buckle on this shoe is silver, not black.</p>
	<p>No</p>	<p>The gold decoration makes these shoes unacceptable. Some parents have previously cut this off on similar shoes to make them acceptable for school.</p>
	<p>No</p>	<p>The silver decoration makes these shoes unacceptable. Some parents previously have cut this off on similar shoes to make them acceptable for school.</p>
	<p>Yes</p>	
	<p>No</p>	<p>The silver decoration on these shoes make them unacceptable.</p>
	<p>No</p>	<p>The silver buckle on these shoes make them unacceptable.</p>

	<p>Yes</p>	
	<p>Yes</p>	<p>Doc Martens shoes have been popular amongst students recently. This shows an acceptable pair, although trousers must cover the yellow tag. These are acceptable as there is no coloured stitching.</p>
	<p>No</p>	<p>The logo on the sole and the green tag make these shoes unacceptable.</p>
	<p>Yes</p>	<p>These shoes would only be acceptable if trousers cover the discreet logo.</p>
	<p>No</p>	<p>The buckles on this boot are not black. The logo is not discreet enough to be acceptable.</p>
	<p>Yes</p>	<p>This style of boots can be worn if the guidance is followed on trouser length.</p>

	<p>Yes</p>	<p>This style of boots can be worn if the guidance is followed on trouser length.</p>
	<p>Yes</p>	<p>This style of boots can be worn if the guidance is followed on trouser length.</p>
	<p>No</p>	<p>These boots have a gold zip that are unacceptable and the heel is too high to be safe on our school site.</p>
	<p>No</p>	<p>The heel on these boots are an acceptable length, but the gold detailing makes them unacceptable.</p>