



# The Clere School

## Uniform Policy

<b>Date of Policy Issue: September 2024</b>
<b>Approved by Whole Governing Body: 11 September 2024</b>
<b>Due for Review: September 2025</b>
<b>Discretionary</b>
<b>Policy Responsible: School Business Manager</b>

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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:

- Avoid listing uniform items based on sex or gender, to give all students the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender
- Allow all students to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all students to style their hair in a way that is appropriate for school yet makes them feel most comfortable
- Allow students to wear headscarves and other religious symbols
- Allow for adaptations to our policy on the grounds of equality by asking students or their parents to get in touch with the school by emailing [admin@clere.school](mailto:admin@clere.school)

### 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:

- Limiting school branded items by only asking that the blazer, tie and some PE items features the school logo
- Making available school logos that can be stitched on to school blazers.
- Keeping the number of items with distinctive characteristics to a minimum, so that the school's uniform can act as a social leveler
- Having general guidelines for coats and bags so students could wear/use these on non-school days
- Avoiding different uniform requirements for different years or class
- 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
- Allowing current uniform items to be worn as normal.
- Consider views of parents and students including any complaints about the policy.

#### 4. Expectations for school uniform

##### **4.1 Our school's uniform**

- Black blazer with school badge
- School black fleece (which should only be worn in colder months)
- School tie to be worn right up to the top button and at the appropriate length, as close to the waistband as possible
- Plain black V-necked jumper which allows school tie to be clearly visible
- White shirt which is buttoned to the neck and tucked in (not t-shirt or sports/polo shirt)  
Black trousers (not corduroy, skinny or super-skinny trousers, jeans, jeans style, chinos or leggings) – must be 'regular' or 'easy dressing' fit
- Plain black pleated style skirt + - 5cms above the knee with no splits (Please note that Price and Buckland have added a longer version of the school skirt to their stock)
- Black, grey or white socks – please note that socks should not be worn over tights
- Natural or black coloured tights (patterned socks or tights are not acceptable)
- Black leather style shoes (no boots, high heels, sling backs, canvas or trainer-type shoes, there should be no sport or manufactures logos visible), Leather look pumps that were previously accepted are not shoes and will no longer be accepted. In addition, suede or suede effect shoes are not acceptable.
- Scarves worn for religious reasons should also be plain

Please note that all items of uniform listed above are compulsory. All items of clothing should be clearly labelled with the child's name.

##### **Compulsory PE Kit**

- School PE Polo Shirt
- School PE Shorts or Skort
- School PE Midlayer
- School blue football socks and white athletics socks

- Football Boots (please speak to your PE teacher in advance if these are needed)  
Indoor non marking trainers  
Shin Pads (please speak to your PE teacher in advance if these are needed)

### **Optional PE Kit**

- Plain black or blue tracksuit bottoms

All PE kit must be named

### **Coats**

- Outer coats, if worn, should be smart, plain, and free of large logos or designs. Coats must fit over blazers as blazers are required at all times unless notification has been given to the contrary due to very hot weather.
- Coats worn in PE lessons are permitted in very cold weather, but these must be appropriate for the activity i.e. a sports coat/jacket which should be waterproof
- Please note Hooded tops, sweatshirts or any other non-uniform item should not be worn and will be confiscated. Coats should not be worn instead of blazers.

### **Hair**

- Students' hair is expected to be natural in appearance. Hair should be of natural colour. Extreme hairstyles are not permitted. Plain hairbands and hairclips are acceptable.

### **Jewellery**

- Jewellery is not allowed apart from one pair of plain ear studs (one stud per ear lobe). No other piercings are permitted, e.g. no nose stud, tongue, eyebrow, lip piercing, etc. retainers, spikes. Expanders are NOT permitted. Clear jewellery is not permitted other than as an alternative to the permitted single pair of ear studs.
- A watch is permitted, as are school badges.
- Please note that when children sit exams, watches are not allowed.

### **Make-up**

- A discreet amount of make-up may be worn in Years 10 and 11 only.

### **Nail varnish and acrylic nails**

- Nails should be of an appropriate length for school. Acrylic nails are not allowed under any circumstances as they pose a health and safety risk.
- Coloured nail varnish is not permitted and students will be asked to remove this with sanctions applying for repeat offenders.

## **School Bag**

- Students are required to have a school bag big enough to carry their schoolbooks and equipment. A rucksack or messenger bag is usually ideal. Students will also need an appropriate bag for transporting PE kit.

### **4.2 Where to purchase items**

Below are some other suppliers for general uniform items:

- [ASDA](#)
- [Marks and Spencer](#)
- [Matalan](#)
- [Sainsburys](#)
- [Tesco](#)

The school badge is available to buy from the School Reception, which can be stitched on to a Blazer or Polo Shirt. Price £5.00 each

Our Parent Teacher and Friends Association (PTFA) will arrange second-hand uniform sales during the year. Details will be sent to parents through normal school communication channels.

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

### **5.1 Students**

Students 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)

Students are expected to contact their Head of Year 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 should contact the school by emailing [admin@clere.school](mailto:admin@clere.school) 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 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.

The school operates a School Uniform Loan Scheme where items can be loaned for a short time while missing items are replaced.

Parents experiencing financial difficult in the purchase of new or replacement uniform should contact the school who may be able to assist.

Ongoing breaches of our uniform policy will be addressed within by our Behaviour for Learning Policy.

### **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
- Take into account views expressed by parents and students
- Offers a uniform that is appropriate, practical and safe for all students

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 price/ quality comparisons.

## **6. Monitoring arrangements**

This policy will be reviewed annually by the School Business Manager and approved by the Governing Body or Committee.






## 7. Links to other policies

This policy is linked to our:

- [Behaviour for Learning Policy](#)
- [Equality information and objectives](#)
- [Anti-bullying policy](#)
- [Complaints policy](#)

## Appendix 1 – Suitable School Uniform Examples

### School Uniform Examples

	<p>Navy blue blazer with school badge <a href="http://www.skoolkit.co.uk">www.skoolkit.co.uk</a></p>
	<p>Navy blue Charleston style school skirt with at least one pleat at front (worn at knee length or within 5 cm of the knee)</p>
	<p>Plain black/charcoal trousers (these must be straight leg, loose fitting all the way down the leg. No fashion or casual trousers. No logos, rivets or detail are acceptable).</p> <div style="text-align: center;">  </div>
	<p>Black leather style school shoes (no boots, sports style shoes, canvas shoes, trainers, high heeled shoes and no logos or stripes)</p>

### School PE Kit Examples

	<p>Royal Blue Polo Shirt with school badge (Collar, 2-button fastening, no pocket) <a href="http://www.stitchdesign.co.uk">www.stitchdesign.co.uk</a></p>
	<p>Dark Navy Blue 1/4 Zipped Top (no large logo or badge) <a href="http://www.stitchdesign.co.uk">www.stitchdesign.co.uk</a> or other retailers</p>
	<p>Dark Navy Blue Football Shorts (no large logo or badge)</p>
	<p>Knee Length Royal Blue Socks</p>