



**Redborne Upper School**

# **Uniform Policy**

This policy will be evaluated and reviewed every 3 years by the Assistant Headteacher: Aspiration (Kirsty Wheeler)

This policy is available on the school website, on request to parents and carers, the LA and Ofsted through the Head teacher.

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Date for review: July 2028

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# School acknowledgement

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

# Uniform Policy

## 1. Our school's legal duties under the Equality Act 2010

1.1 The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.

1.2 To avoid discrimination, our school will:

- Avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender
- Make sure that, where possible, 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, for example on blazer lapels.
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the Assistant Headteacher: Aspiration (Kirsty Wheeler), who can answer questions about the policy and respond to any requests

## 2. Limiting the cost of school uniform

2.1 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.

2.2 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.

2.3 We will make sure our uniform:

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

2.4 We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary

- Limiting any items with distinctive characteristics where possible by only asking that the blazer, worn over the jumper, features the school logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Keeping the number of optional branded items to a minimum, so that the school'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 and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

### **3. Expectations for school uniform**

#### **3.1 Our school's uniform:**

##### **Blazer**

- Redborne branded black blazer (compulsory).

##### **Tie**

- Redborne tie with year group cohort colour stripe (compulsory).
- Ties should be worn so a minimum of 5 stripes are visible below the knot.
- Ties must be worn with a white collared school shirt that buttons to the neck.

##### **Jumper**

- Black V-Neck Redborne branded jumper. (Optional)

##### **Skirt / Trousers / Shorts**

- Students can choose between the following:
  - Black pleated skirt with Redborne logo.
  - Black trousers (slim or regular fit).
  - Black tailored shorts.

##### **Shoes**

- Flat, plain black leather or faux leather shoes. No boots, canvas or backless shoes.
- Sports branded footwear, for example Nike, Adidas, Converse are not permitted as part of the school uniform. They can be worn for PE.

##### **Socks / tights**

- Plain black or white socks.
- Black or natural opaque tights.
- White socks are not permitted over black tights.
- 'Fluffy' socks are not permitted.

### **Outerwear**

- Coats can be worn over blazers in cold or wet weather. They must be removed when entering classrooms or in assembly.
- Hoodies, sweatshirts, tracksuit tops and non Redborne jumpers are not permitted to be worn at any time.

### **Jewellery**

- A single nose stud is allowed, **but must be removed for PE**. For safety reasons, all other facial or body piercings are not permitted.
- Hoop earrings **must be removed for PE**.
- Earrings should be small in size, no bigger than a 5p piece.
- Necklaces/ bracelets, bangles should be worn under clothing.

### **Nails**

- Nails must be short in length for safety reasons.

### **Headwear**

- Inside school buildings, hats are not permitted and coat hoods must be down
- Durags are permitted, but must be black.
- Headscarves, worn for religious reasons are permitted. These must be black. The headscarves should be folded under the chin, taken round to the back of the neck and the ends tucked in - this conforms to health and safety requirements. They should also be worn so that the collar and tie can be seen.

## **3.2 Our school's PE uniform:**

### **Polo Shirt (compulsory)**

Red and black unisex or girls Redborne branded Encore polo shirt

### **Shorts/Leggings/Training Trousers**

Students must wear one of the following items:

- Black and red branded Redborne unisex shorts
- Black branded Redborne leggings
- Black branded Redborne training trousers

- Black and red branded Redborne skort
- Black non-branded shorts
- Black non-branded tracksuit bottom
- Black non-branded leggings

### **Extra layer**

In colder weather students may choose to wear any of the following items:

- Red Redborne unisex Encore PE hoodie
- Red and Black Redborne hoodie, formerly part of full uniform
- Red Redborne unisex Encore training top
- Plain red or black long sleeved base layer underneath their polo shirt

### **Socks**

- Red / Black football socks
- White or black sport socks

### **Trainers/Astros (compulsory)**

These must be in addition to day to day school shoes and have sufficient grip for indoor and outdoor use

### **Football boots**

Metal studded boots and bladed studs are not permitted on the 3G football pitch

### **Shin pads (compulsory)**

For hockey and football

### **Gum shield (recommended)**

For hockey and rugby

3.3 Branded items can be obtained from:

- Prestige Design & Workwear, 68-69 High Street, Flitwick, Bedford, MK45 1DX
- The school website and shop

3.4 Non-branded items can be purchased more widely, e.g. from 'high-street' retailers providing it meets the specifications outlined in 3.1

3.5 Second-hand uniforms can be purchased from the school shop. Contact reception for more details.

## 4. Expectations for our school community

4.1 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)

4.2 Pupils are also expected to contact Assistant Headteacher: Aspiration (Kirsty Wheeler) if they want to request an amendment to the uniform policy in relation to their protected characteristics.

4.3 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

4.4 Parents are also expected to contact Assistant Headteacher: Aspiration (Kirsty Wheeler) if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

4.5 Parents are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.

4.6 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.

4.7 Staff will closely monitor pupils to make sure they are in the correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow the school's behaviour policies if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by Assistant Headteacher: Aspiration (Kirsty Wheeler).

4.8 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.

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