



**Oldbury Wells School  
Uniform Policy  
September 2024**

<b>FREQUENCY OF REVIEW:</b>	Annually
<b>RATIFICATION DATE:</b>	September 2024
<b>RATIFIED BY:</b>	OWS Local Governing Body
<b>DATE OF NEXT REVIEW:</b>	Autumn Term 2025 <i>(unless there is a material change)</i>
<b>AUTHOR:</b>	Assistant Headteacher – Behavior and Standards

## Uniform Policy September 2024

Oldbury Wells' policy on school uniform is based on the following principles in that school uniform:

- promotes a sense of pride in being a member of Oldbury Wells
- engenders a sense of community and belonging towards the school
- is both practical and smart
- identifies the pupils with Oldbury Wells
- makes pupils feel equal to their peers in terms of appearance
- is regarded as suitable wear for school and good value for money.

### 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:

- 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 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 pupils to wear headscarves and other religious or cultural symbols.
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the school to answer questions about the policy and respond to any requests.

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 therefore have three different uniform suppliers.

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 for example, by only asking that the blazer and PE t-shirt 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 and bags.
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler.
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating badges.
- Arrangements are in place for parents to acquire second-hand uniform items if necessary.
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

### 3. Essential School Uniform Items

- Black blazer with the school logo
- White shirt (no logo)
- From September 2024 – there is a new school skirt. **New Trutex GST Gisburn Tartan Skirt. Year 7 students will be required to wear the new skirt from September 2024. We would ask when parents update the uniform that they do this with the new skirt which will become the compulsory skirt from September 2025.**
- Pleated/plain mid-grey skirt or plain mid-grey trousers with a tailored fit. Skirts and trousers should be cotton, cotton/polyester, cotton viscose. They should **not** be stretchy material like Lycra. Skirts should not be more than 2 inches above the knee.
- Years 7,8 & 9: Lower school tie (purple)
- Years 10 & 11: Upper school tie (grey)
- Socks – black, white or grey; or tights – black, grey or natural colour
- Shoes – school type, black polishable
- School bag

Optional branded school uniform items:

- Cardigan – grey with the school logo
- Unisex sweater – grey with the school logo
- Unisex slip-over – grey with the school logo

### PE Kit

PE kit essential items:

- PE T-shirt with school logo (either straight or fitted - girls)
- Black rugby top (boys)
- Black PE skirt or regular fit shorts, must not be cycling shorts (no logo)
- Black trainer socks
- For football & rugby - long black socks with white top (boys) long purple socks (girls)
- Also required are trainers, football boots, shin guards and a gum shield.

PE optional items:

- Black leggings (no logo)
- Training top with school logo

### **Technology**

- For food technology a cotton apron with a front pocket is required.

### **Outdoor Clothing**

A waterproof coat/jacket may be worn to and from school and, if wished, crossing the road between East and West sites (pupils will be asked to remove coats in lessons). **Fashion sweatshirts, hoodies, denim, leather or other such tops** are not classed as outdoor wear and should **NOT** be worn to school.

### **Hair/Jewellery and Makeup**

**Hair:** 'Grade One' haircuts, other extreme cuts, and unnatural hair colours are unacceptable. Should this be the case parents/guardians will be contacted as this is not an acceptable appearance to be allowed in school or the classroom.

**Jewellery:** Years 7-11: **maximum of one** stud or small earring in each ear. For health and safety reasons **no other facial piercings** or different types of piercings are allowed. Should this occur students will be asked to remove the piercing whilst in school. Necklaces, bracelets, rings etc, are also not permitted in school (unless these are of religious significance, and they must be removed during physical activity). There are separate rules for the Sixth Form.

**Make-up:** is not allowed in Years 7, 8 and 9. Older girls may use it modestly.

**Nail Varnish:** should only be of a clear or pale colour. **No** nail extensions, acrylic, shellac varnish or gel nails of any colour are permitted. Students will be asked to remove any inappropriate colours and parents contacted to remove any such items

### **Uniform Checks**

We routinely carry out uniform checks; our uniform needs to be 'uniform'. A child unable to wear the correct uniform on any day must produce a signed letter from Parents/Guardians explaining the reason why. We also ask that **all clothing and property is named**. This then means any lost property can be quickly and easily returned to its rightful owner.

***Please note: the school cannot accept responsibility for loss or damage to the clothing or uniform of individual pupils.***

### **Sixth Form (Year 13)**

Sixth Form are not required to wear uniform, but they should attend school in clothing that is of smart appearance.

*During extremes of weather the Headteacher may amend the uniform requirements. For example, students will be permitted to remove their blazers on hot days.*

### **Parents Duty**

We ask parents who send their children to Oldbury Wells to support the School Uniform Policy. We believe parents have a duty to send their children to school correctly dressed in the correct school uniform. All items should be clean and marked with the pupil's name.

Parents are also expected to contact the 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.

### **Staff Duty**

All staff agree to support and assist in the implementation of this policy. Key members of the staff body are highlighted within the Uniform Sanctions document to aid the implementation of the Uniform Policy.

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

### **Governors Duty**

The Governing Body decides on the uniform and subsequently supports the Headteacher in implementing this School Uniform policy. They consider all representations from parents regarding the uniform policy and liaise with the Headteacher to ensure this policy is implemented *fairly* and with *sensitivity*. It is the Governors' responsibility to ensure that the School Uniform meets all regulations concerning equal opportunities.

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
- Offers a uniform that is appropriate, practical and safe for all pupils.

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 by re-tendering contracts at least every 5 years.

### **Pupils Duty**

The school blazer must be worn at all times. Wearing a jumper, cardigan or slip over is optional. Hooded tops should not be worn under the blazer. Shirts must always be tucked in. Ties must be worn and properly done up at all times showing 5 stripes except if playing ball games at break or lunchtime or if a teacher gives specific permission during a lesson.

Pupils should wear the uniform appropriately (school uniform is formal attire, like a suit, and as such it is inappropriate for it to be worn informally, for example with the shirt out and tie undone or at an inappropriate length). Should the uniform not be worn appropriately, or any items of uniform not be as listed on the School Uniform, the Uniform Sanctions will apply.

### **Breaches of Uniform**

Breaches of uniform may constitute: (examples only) incorrect footwear, non-regulation skirt or trousers, shaved patterns or extreme hairstyles, jewellery, piercings other than in ear lobes, non-natural hair colour, bracelets or charity bands.

For such breaches students will be deemed to have removed themselves from mainstream school until their appearance is deemed acceptable. For repeated instances the School Exclusion Policy may then be applied.

Temporary breaches of uniform must be supported by a parental signed note. The note must also be countersigned by the student’s Pastoral Manager. For repeated instances the School Behaviour Policy may then be applied.

If there are persistent cases of uniform breach, then a student may be placed in the Consequence Room or in another suitable location away from mainstream lessons depending on room availability.

Possible reasons for not authorising permission may be as follows; forged note, deliberate attempt to deceive or violate the rules. There may be other reasons that will apply depending on particular circumstances.

**Obtaining the Uniform**

<p><b>School uniform suppliers</b></p>
<p><b>LADS &amp; LASSES SCHOOLWEAR</b> <i>(formerly Bristows)</i>          157 Victoria Road, Bridgnorth WV16 4LL          Tel: 01746 761701          Email: <a href="mailto:bridgnorth@ladsandlasses.uk">bridgnorth@ladsandlasses.uk</a>          Website: <a href="http://www.ladsandlassesschoolwear.co.uk">www.ladsandlassesschoolwear.co.uk</a></p>
<p><b>RON FLOWER SPORTS</b>          28 Queen Street, Wolverhampton WV1 3JW          Tel: 01902 429490          Email: <a href="mailto:sales@ronflowerssports.com">sales@ronflowerssports.com</a>          Website: <a href="http://www.ronflowerssports.com">www.ronflowerssports.com</a></p>
<p><b>STITCHES OF BRIDGNORTH</b>          Roshan House, Holybush Rd, Bridgnorth WV16 4AY          Tel: 01746 761177          Email: <a href="mailto:info@stitchesofbridgnorth.co.uk">info@stitchesofbridgnorth.co.uk</a>          website: <a href="http://www.stitchesofbridgnorth.co.uk">www.stitchesofbridgnorth.co.uk</a></p>

**4. Non-Uniform Day Guidelines**

On occasion, students at Oldbury Wells will be allowed to wear clothes that are non-uniform. These occasions include non-uniform days to raise money for charity, for school trips or as a reward.

Whilst as a school, we encourage every student to express themselves as individuals, this must be done in an appropriate manner, therefore, it is important that the following guidelines are adhered to:

- Skirts, dresses or shorts should be at least mid-thigh length.

The following items are prohibited:

- See-through clothing e.g. shirts/blouses
- Strapless tops
- Clothing that exposes bare midriffs
- Flip-flops or backless shoes, including Crocs (health and safety reasons)
- Clothing with offensive words or logos
- The usual rules for jewellery and piercings.

The expectation is that all students arrive to school wearing clothing in accordance with this dress code. Should they not do so, students will be sent home to change. Any student unable to go home will be required to work in the consequence room for the day, including social times.

There is also the expectation that if a student has PE on a non-uniform day that the expected PE kit (in line with PE uniform policy) is brought to school as normal and worn for this lesson. Students that have not brought their PE kit with them to school will be sanctioned in the normal manner for missing kit.

## **5. Monitoring Arrangements**

This policy will be reviewed every year by Assistant Headteacher – Behaviour and Standards. At every review, it will be approved by the full governing body.

## **6. Links to Other Policies**

This policy is linked to our:

- Behaviour policy
- Anti-bullying policy
- Complaints policy

## UNIFORM POLICY SANCTIONS

We will write to parents in the Summer term each year. Any students returning to school in September with incorrect uniform will receive a sanction.

<b>INCIDENT:</b> <i>Not meeting expectations of uniform policy</i>	<b>ACTION/SANCTION</b>
<p><b><u>Stage 1</u></b> First offence Member of staff spotting issue ensures it is fed back to the Form Tutor. Form tutor speaks to the student regarding this issue.</p>	<ul style="list-style-type: none"> <li>• Form tutor speak to student</li> <li>• Warning issued and recorded as 0 point Go4Schools incorrect uniform by Form Tutor</li> <li>• Uniform slip provided to the student for the day.</li> <li>• If more than 2 days for resolution, contact parents to establish reason and inform Head of Year and give lunch time detention</li> </ul>
<p><b><u>Stage 2</u></b> Second offence or repeat offence Member of staff spotting issue ensures it is fed back to Form Tutor. Form tutor must speak to the student regarding the issue.</p>	<ul style="list-style-type: none"> <li>• Form tutor to inform Head of Year.</li> <li>• Head of Year lunch time detention.</li> <li>• Head of Year records it as a -1 on Go4Schools for persistently wearing uniform incorrectly.</li> <li>• Head of Year to make parental contact.</li> <li>• Head of Year might supply school stocks of uniform. Students will be asked to change.</li> </ul>
<p><b><u>Stage 3</u></b> Continued or repeat offences</p>	<ul style="list-style-type: none"> <li>• Head of Year after-school detention of 1 hour.</li> <li>• Head of Year records it as a -3 on Go4schools for persistently wearing uniform incorrectly.</li> <li>• Head of Year to make parental contact.</li> </ul>
<p><b><u>Stage 4</u></b> For issue/s not corrected or continued or failure to complete Head of Year Detention</p>	<ul style="list-style-type: none"> <li>• Senior Leadership Detention</li> <li>• Lunch time and break time isolation until the issue is resolved.</li> <li>• Senior Leader records it as -4 on Go4Schools.</li> </ul>
<p><b><u>Stage 5</u></b> Any further lack of co-operation and in cases of repeat and persistent disregard for school policy and rules. Internal isolation from lessons and exclusion may be considered.</p>	<ul style="list-style-type: none"> <li>• Sanctions at this stage will be issued on a case-by-case basis following a review of what has happened previously.</li> </ul>



**Examples of footwear which is NOT permitted.**

Please note, this is not an exhaustive list as there are other types of sports brand wear which are not permitted in school.

Brand	Logo	Example of trainer
Adidas		
Nike		
Puma		
Slazenger		
Vans		
Lacoste		
Lonsdale		