

Uniform Policy

**Agreed for
Release by:**

Governing Board

Date: 15 November 2021

**Last
reviewed on:**

New Policy November 2021

**Next review
due by:**

To be reviewed following consultation after publication of DfE
Statutory Guidance in 2022.

1. Introduction

School uniform has a long and honourable record of preventing arguments about what should or should not be worn for school; our policy continues that tradition. Its main aim is simply to ensure that students come to school dressed in safe, practical, smart clothes, ready to perform at their best. All students must follow the school's uniform policy.

Dorothy Stringer recognises the value of having a school uniform for the following reasons:

- **Safety** – If all the students in our school wear a clearly recognisable uniform it is easy to identify strangers on site. On the way to and from school it also affords a degree of safety as the students are part of a large body of young people and will look out for each other.
- **Preparation for the future** – Many jobs require staff to wear a uniform or follow a dress code. School uniform helps young people get used to dressing to a prescribed standard. It also helps them know the difference between formal and informal dress.
- **Value for money** – Good quality school uniform is a relatively cheap way of dressing young people for school. It makes the mornings easier – they only have to think about their uniform and not alternatives. At Stringer we believe that a school uniform should be practical for everyday use, provide value for money.
- **Ready for work** – Putting on school uniform is a signal you are going to work.
- **A sense of pride** – We all feel proud of our young people when they are well dressed in Stringer uniform.

2. Roles and Responsibilities

Parent/Carers are responsible for:

- Ensuring that their child/children have the correct school uniform.
- Notifying the school if for an exceptional reason their child does not have the correct uniform.
- Supporting the school with reasonable measures taken to address uniform infringements.

Students are responsible for:

- Adhering to the school uniform.
- Requesting a note from a parent/carer if, due to exceptional circumstances, they cannot be in uniform.
- Reporting to their Form tutor/Head of Year/Pastoral Manager if they are not in the correct uniform. Where possible uniform will be loaned to them for the day.

Staff are responsible for:

- Monitoring students' adherence to the uniform code throughout the school day.
- Following the procedures for infringements of uniform regulations.
- Liaising with Heads of Year/Pastoral Managers to follow up uniform infringements with students and parents/carers where there are ongoing problems

The Governing Board is responsible for ratifying this policy and providing support and challenge to the Headteacher of the school in accordance with the relevant legislation and the vision and ethos of the school.

3. Implementation

This policy will be implemented in a manner which centres on student well-being. The [UCL School of Education and School of Sexuality Education guidance on best practice](#) will be a reference point for the implementation of this policy and staff will also be provided with training.

Students who are not in the correct uniform will be asked to address the issue and may be issued a uniform point. Where a student's uniform cannot be easily addressed in school, parents may be called so that we can open a dialogue to support the removal of any barriers to the child being in correct uniform. Students will be sanctioned in accordance with the school's behaviour policy if they continually fail to follow uniform expectations.

4. Equalities Statement

In our school we work to eliminate direct and indirect discrimination for all members of our community across all protected characteristics under the 2010 Equality Act: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. We also aspire where possible to mitigate the effects of socio-economic factors on equality of opportunity within our school community.

In relation to the school uniform policy, we keep the following factors in mind:

Poverty proofing: In cases of financial hardship, the school will review on a case-by-case basis to determine if support can be offered; please contact the Financial Support Officer fso@dorothy-stringer.co.uk. The school has an arrangement with Smarter Uniforms who supply second hand uniforms: <https://smarteruniforms.org/collections/dorothy-stringer-school>.

Special Educational Needs and Disability: We are mindful of the anticipatory duty under the 2010 Equality Act to consider in advance the sorts of barriers that students may face as a result of disability (which includes condition that has a substantial and long-term effect on day-to-day activities) and make reasonable adjustment. This is reflected in the school's decision not to adopt ties and blazers and to introduce V-neck jumpers/sweatshirts. Long sleeved polo shirts can also be obtained upon request to the Head of Year. Students with other needs are encouraged to request reasonable adjustments from the SENCo, Pastoral Manager or Head of Year who will seek agreement for reasonable individual adjustments.

Gender: our uniform is gender-neutral: any items of uniform can be worn by students of any gender. We also recognise that we live in a society in which violence against women and girls is widespread and that victim-blaming and cultural dynamics of sexual objectification that perpetuate violence against women and girls can be fuelled by narratives and practices around school uniform. We also recognise the heightened levels of body-consciousness that teenage and pre-teen students can experience and aspire to be sensitive to this at all times.

Religious observance: Items of clothing and hairstyles that are worn as part of a student's religious observance are permitted, but we ask that parents and carers try to accommodate the style and ethos of the school.

The uniform has been adapted to allow long sleeved polo shirts. These can be obtained through the Head of Year.

5. Uniform

The following is the list of the school uniform items. All items of uniform should be clearly labelled with the student's name so they can be returned if found.

Compulsory Clothing

- White polo shirt with school logo.
- Black V-neck jumper with school logo, or School sweatshirt with school logo. Hoodies are not permitted in school with the exception of leavers' hoodies worn by Year 11 students after permission has been given by the headteacher.
- Stringer Tartan skirt – Skirts should not be tailored above knee length. Skirts should not be rolled at the waist.
- Black formal school trousers - unisex (no chinos, jeggings, cargo trousers or jeans). Trousers must not be rolled up and any belt on trousers should be plain black with a normal and discreet buckle and essential to the fit of the clothing. Trousers should be worn correctly and not low-slung.
- Plain black knee-length tailored shorts (PE shorts are not permitted except for PE lessons)
- Plain black/nude coloured tights or plain black or white socks. Students deliberately or frequently wearing laddered tights will be asked to replace them.
- Plain black footwear (no logos/motifs or other colours should be visible. Knee length boots, sandals, platforms, high heels or ballet shoes are not permitted).

Sports Kit

- Black polo top with school logo
- Black shorts with school logo (for PE/Drama use only and not for general wear)
- Fleece lined Midlayer Top
- Plain black long PE/sports socks
- Suitable footwear i.e., trainers

Optional Items

- Tapered Tracksuit Pant with Stringer printed
- Running Legging with Stringer printed
- Rain Jacket with school logo
- Black skirt

Hair Style

Hair should be a **single natural colour** in simple hairstyles. Students should not have any bright or unnatural coloured hair dye added.

Jewellery and Make up

The only permitted items of jewellery are:

- A pair of single, small studs in pierced ears; no hoops or large decorative earrings are permitted.
- One small discrete nose stud (not ring). No tragus or cartilage piercings or stretchers. Students will be expected to remove any non-permitted piercings, this applies at all times, including the "healing" period.
- A wristwatch
- A single ring

- One discrete necklace

No other jewellery is permitted

Minimal discrete makeup is permitted. False eyelashes and false nails (acrylic/gel) are not permitted.

Outdoor Wear

Students are expected to have a suitable coat to protect against cold and/or wet weather. Hoodies and other non-uniform tops are not allowed to be brought into school.

Coats and other outdoor wear are not to be worn in classrooms and hats/caps are not permitted to be worn in the school buildings.

In extremely cold weather, students may be given exceptional permission by a teacher to wear a coat in a classroom, but only if it is worn in addition to the regulation jumper/sweatshirt.

6. Mobile Telephones

Students may bring mobile phones to school, but they **must be off** during lesson time, even if moving around the school, and placed in either their pocket or bag. Earphones must be in pockets/bags. At break and lunch, students are permitted to use their phones. If the expectations (above) are not followed the phone/earphones will be confiscated. The school will not accept responsibility for the loss or damage of mobile phones or any other mobile devices.

7. Monitoring, Evaluation and Review

This policy will be reviewed at least every three years taking into account an assessment of its implementation and effectiveness. This policy will be promoted and implemented throughout the school.

Uniform can be purchased directly from Sussex Uniforms. Purchases are available at the store at 40 Blatchington Road, Hove BN3 3YH or online at

<https://www.sussexuniforms.co.uk/collections/dorothy-stringer>

This policy has regard to the following guidance and advice:

- (i) School Uniform: Guidance for governing bodies, school leaders, school staff and local authorities (DfE September 2013)
- (ii) Special Educational needs and Disability Code of Practice: 0 to 25 years (DfE January 2015)
- (iii) Technical Guidance for schools in England (Equality and Human Rights Commission July 2014)
- (iv) Exclusion from maintained schools, academies and pupil referral units in England: Statutory guidance for those with legal responsibilities in relation to exclusion (DfE, September 2017)
- (v) UCL School of Education and School of Sexuality Education guidance on best practice
- (vi) 2010 Equalities Act