



Sackville School

School Uniform Policy

Reviewed by: Paul Street

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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, to give all students 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 students
- 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 the way that is appropriate for school yet makes them feel most comfortable
- Allow students to request changes to swimwear for religious reasons
- Allow students to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking students or their parents to get in touch with Paul Street, Deputy Headteacher (pstreet@sackvilleschool.org.uk), who can answer questions about the policy and respond to any requests

3. Limiting the cost of school uniform

We regularly review the provision of uniform and the next review will be complete in the 2023-23 academic year. Every year we fully fund FSM students' uniforms and we subsidise the Ever6 students' uniform costs.

The second-hand uniform shop is available for all families to use throughout the year.

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:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible for example, by only asking that the jumper and tie, features the school logo/colour
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- Avoiding specific requirements for items students 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
- Whilst we have a different colour jumper for different 'communities' our system prioritises siblings to go into the same community allowing uniform to be passed down in the family
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for inter school competitions, such as creating posters or labels
- 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 students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

4. Expectations for school uniform

4.1 Our school's uniform

NB Sackville school jumpers come with one of 5 coloured trims on the collar depending on which community students are placed into. Just two colours are pictured below for illustrative purposes.

Blouse Uniform



Shirt Uniform



Jumper



Jumper



Skirt



Trousers



Trousers



White or black socks



Navy or black socks



Shoes



Shoes



PE uniform

Navy polo



Rugby top



Skort or leggings with logo



Navy and white shorts



White sports socks



PE hoody



Cricket whites



- Branded items: tie, jumpers. PE: Polo shirt. Rugby shirt and shorts
- Cricket whites only if in the optional cricket team
- Plain black shoes

- Hoodies are not permitted
- Non branded items: blue shirt and blouses. PE: skorts, leggings and socks

4.2 Where to purchase it

[Philips Man's hours and prices](#)

Non branded items such the blue shirt is easily available via high street shops and supermarkets and their online websites.

5. Expectations for our school community

5.1 Students

Students are expected to wear the correct uniform at all times, including their jumper unless allowances have been made for warmer weather, (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)

Shirts should be worn tucked in and skirts should be a reasonable length (around the knee). Students are also expected to contact their Community Team 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 also expected to contact the relevant Community Team 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 via our complaints procedures.

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 the correct uniform. If students attend school in an incorrect uniform or missing an item they must go immediately to their community base once they have registered with their form tutor. They will then be provided with replacement items(s) to wear for the day. Where resources do not allow this, students will be given a uniform discrepancy card by their community base that will be valid for one day.

If there are genuine reasons for a student not having an item of clothing they should where possible bring a note from home explaining the situation. In such cases they will still be given replacement uniform or a uniform discrepancy card until the issue can be resolved. These cards will support the student as they go around the school when staff question incorrect uniform.

They will give any students and families breaching the uniform policy the opportunity to comply but will follow up with the Deputy Headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with sanctioned in line with our culture for learning policy and procedures by the Tutor and Community Team.

In cases where it is suspected that financial hardship has resulted in a student not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

5.4 Governors

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

The governors 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.

6. Monitoring arrangements

This policy will be reviewed annually by the Senior Leadership Team. At every review, it will be approved by the full governing body.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy