Sackville School

School Uniform Policy

Reviewed by: Paul Street **Date Governors approved:** September 2026 (TBC)

Next Review Date: March 2027

SCHOOL UNIFORM POLICY

Contents

1. Aims 3
2. Our school's legal duties under the Equality Act 2010 3
3. Limiting the cost of school uniform 3
4. Expectations for school uniform 4
5. Expectations for our school community 5
6. Monitoring arrangements 6
7. Links to other policies 6

---

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 in our most recent review (March 2024) we have gone with a new and cheaper provider Taylor Made Uniforms Ltd. 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.

DRAFT

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 priorities 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 and student appearance

4.1 Our school's uniform

- We have a blouse uniform and a shirt uniform. Please see the images below for further details
- A tie should always be worn if wearing a shirt uniform with the exception of the second half of the summer term (post May half term to the end of July) and will be referred to as 'Summer uniform'
- School jumpers each have one of 5 possible colour trims corresponding with each student's allocated Community (yellow and red are just two illustrated here). Please check your Community before purchase.
- Jumpers should be worn at all times, with the exception of the second half of the summer term (post May half term to the end of July), when the 'Summer uniform' is applied
- Tailored school trousers can be either black or grey
- Tailored grey shorts can be worn as an alternative to trousers or a skirt
- Socks can be either black or navy for both uniforms
- Plain black tights may be worn in place of socks. School shoes should be plain black
- Leggings or any other items of clothing including hoodies and other non-school uniform jumpers are not permitted

4.2 Summer uniform

During half term six, the second half of the summer term, Sackville students are permitted to wear summer uniforms. During this term students do not need to wear a tie or school jumper due to the warmer

DRAFT

conditions. All other uniform items should continue to be worn appropriately including tucked in shirts to maintain a smart appearance.

PE uniform

Cricket whites are only required if a student is part of one of the optional cricket teams

Branded items:

- Sackville school tie
- Sackville school jumper
- PE - Polo shirt and rugby shirt

4.3 Student appearance

At Sackville School, we believe that high standards of appearance help create a positive learning environment and reflect the values of our school community. While we encourage individuality, it is important that hairstyles, make-up, and jewellery remain appropriate for a school setting. The following guidelines outline what is expected of all students.

Hairstyles

- Hairstyles must be tidy, natural in colour, and appropriate for a professional learning environment.
- Extreme styles (e.g. shaved patterns, unnatural bright colours such as pink, blue, or green, or excessive use of styling products) are not permitted.
- Hair should be kept away from the face so as not to interfere with learning and tied up for PE.
- Students with long hair may be asked to tie it back in other practical subjects (e.g. science and technology) for health and safety reasons.
- Head coverings are only permitted for religious or medical reasons.

Make-Up

- Students in Years 7–9 should not wear make-up.
- From Year 10 onwards, light and natural-looking make-up may be worn if desired.
- Excessive or obvious make-up (including heavy foundation, bold eyeliner, brightly coloured eyeshadow, false eyelashes, or contouring) is not permitted.
- Nail varnish, acrylic nails, or false nails are not allowed, as they pose a safety risk in practical subjects.

Jewellery

- Students may wear:
    - One small stud earring in each ear.
    - A wristwatch (smartwatches may only be worn if their functions do not disrupt learning).
- No other jewellery is permitted (e.g. facial piercings, rings, bracelets, or necklaces).
- Any piercings other than ear studs must be removed for school.
- Jewellery must also be removed for PE and other activities when required, in line with health and safety guidance.

DRAFT

These expectations are in place to ensure that all students present themselves smartly and safely, in line with our school ethos. If a student arrives at school not meeting these expectations, they may be asked to remove inappropriate items, tie back hair, or make other adjustments as necessary. Repeated failure to meet these standards may result in further sanctions.

At Sackville School, we are proud of the way our students represent us. By following these guidelines, students demonstrate respect for themselves, their peers, and the school community.

4.4 Where to purchase uniform

https://www.taylormadeuniforms.co.uk/

Non branded items such the blue shirt are easily available via high street shops, 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 in half term six when summer uniform expectations apply, (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

DRAFT

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 a replacement item of uniform or a uniform discrepancy card until the issue can be resolved. These cards will support the student as they go around the school as staff monitor any incorrect uniform.

They will give any students and families breaching the uniform policy the opportunity to comply but will follow up with their link member of SLT 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 form 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

DRAFT