

# Fairfield High School for Girls

## Policy for School Uniform



<b>Approved by:</b>	Full Trust Board	<b>Date:</b> September 2022
<b>Last reviewed:</b>	September 2021	
<b>Review Cycle:</b>	Annually	
<b>Next review due by:</b>	September 2023	
<b>Person Responsible:</b>	Headteacher	

**Outstanding progress for all**

## Contents

Aims .....	2
Our school's legal duties under the Equality Act 2010.....	2
Our school uniform requirements: .....	3
Limiting the cost of school uniform .....	5
Where to purchase uniform.....	6
Expectations for our school community.....	7
Monitoring arrangements .....	8
Links to other policies .....	8

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## Aims

At Fairfield High School for Girls we have extremely high expectations of our pupils in all aspects of behaviour. These expectations extend to our high standards around uniform. Our pupils must look smart at all times both in and around the school grounds and when in the community, recognising that they are our ambassadors for our school. There is a visual uniform guide for parents/carers at the end of this policy.

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.

## 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 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 style their hair in the way that is appropriate for school yet makes them feel most comfortable.
- Allow pupils to wear headscarves.
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with Dr James Beckett, who can answer questions about the policy and respond to any requests.

## Our school uniform requirements:

Items marked with \* are available from our uniform supplier (see section 7). Other items may be purchased from any retailer.

ACCEPTABLE	UNACCEPTABLE
<b><u>Pullover*</u></b> - navy blue, v-neck, <u>plain knit</u> , wool or man-made fibre with school badge.	<b><u>Pullover</u></b> - turtleneck, round-neck, polo neck. Self-pattern, e.g. cable, fancy weave. Chunky, baggy styles, sweat shirts, hoodies.
<b><u>Cardigan*</u></b> - as above.	<b><u>Cardigan</u></b> - as above.
<b><u>Skirt*</u></b> – pleated pin stripe, navy blue/green, school design.	<b><u>Skirt</u></b> - lycra, tight mini-skirts, skirts with a split, extra-long skirts, full-length skirts, shorts. <b>Skirts should not be rolled up at the waistband.</b>
<b><u>Trousers*</u></b> - pin stripe, navy blue/green, school design - for all years.	<b><u>Trousers</u></b> - lycra trousers, baggy trousers, jeans, cords, ski-pants, leggings, canvas trousers, cycling shorts.
<b><u>Blouse - Years 7/8/9*</u></b> - green blouse in shade and style approved by the Trust Board and available from stockists.  <b><u>Blouse - Years 10/11*</u></b> - blue blouse in shade and style approved by the Trust Board and available from stockists.  <b><u>Wearing of Blouses</u></b> - the blouse should be tucked neatly - front and back into the skirt/trousers at all times.	<b><u>Blouse</u></b> – aertex blouses, t-shirts, baggy shirts – oversized blouses, variations of colour, t-shirts visible under blouses.  <b><u>T-shirts</u></b> – must <b><u>not</u></b> be visible under the blouse.
<b><u>Socks</u></b> - plain white, navy or black (no higher than knee length).	<b><u>Socks</u></b> – other colours or any pattern. Lace fashion socks. Chunky leg warmer type socks. Socks above the knee. Socks with bows on them.
<b><u>Tights</u></b> – plain black, navy or flesh coloured.	<b><u>Tights</u></b> – other colours are any pattern.
<b><u>Year 11 – Fairfield Pin Badge*</u></b> - all Year 11 pupils are presented with a pin badge; the badge forms part of the Year 11 school uniform and the wearing of it is a compulsory requirement. <b>If they lose it, the cost of purchasing a replacement will be £1.00.</b>	
<b><u>Shoes</u></b> - black, low heeled, sensible style without flashes, logos/stripes or trainer soles. <b>Any pupil found to be wearing incorrect footwear in school during the day will be asked to change into a pair of pumps/plimsolls (school keeps a supply of these in school).</b>  <b><u>Boots</u></b> - may be worn to and from school in bad weather, but <b><u>must</u></b> be removed and stored in your school bag or locker during the day.	<b><u>Shoes</u></b> – no backless sling backs, high heels or thick platforms, boots, doc martins, trainers or pumps or canvas pumps.  <b>Any footwear that is higher than the ankle is not considered a shoe, but a boot.</b>  <b><u>Please note – regardless of changing fashions, our prime concern is for your safety in school, high heels, backless sling, backs and thick platform or boot style shoes are either acceptable or simple unsafe.</u></b>

ACCEPTABLE	UNACCEPTABLE
<p><b>P.E. Kit</b> - plain white polo shirt with school badge*. Plain navy-blue shorts. Plain white, navy or black socks. Trainers - laces must be tied securely. Hair bobble.</p> <p><b>Optional*</b> - navy hoodie with school badge and navy leggings embroidered with the school initials.</p> <p>N.B. Pumps/plimsolls/converse type shoes are <b>not</b> to be worn owing to health and safety reasons.</p> <p><b>GCSE PE*</b> – red polo shirt with school logo.</p>	<p><b>Key Stage 3 and Key Stage 4 P.E. Kit</b> - any other colour of t-shirt, shorts or socks. No motifs or logos. No tracksuit bottoms/leggings. All jewellery <b>must</b> be removed and hair tied back for lessons. Sprays of any kind are <b>not</b> to be used.</p> <p><b>Please Note – pupils in all Year Groups are only permitted to wear the bespoke Fairfield PE leggings.</b></p>
<p><b>Hair</b> - if long, tied back with black, bottle green, navy hair bands/bobbles.</p>	<p><b>Hair</b> – head shaving, unnaturally coloured hair, e.g. stripes or two-tone effects. Any decoration other than plain bands/ bobbles. No flower type bobbles</p> <p><b>Headscarf –</b> headscarf not regulation colour or with any decoration (including tassels/fringes), headscarf covering school badge on jumper/cardigan, headscarf covering the colour of the school blouse.</p>
<p><b>Jewellery</b> - one pair of plain round silver/gold small ear stud earrings that are worn in the earlobes and do not extend beyond there. One watch. Pupils are permitted to wear one charity wristband.</p>	<p><b>Jewellery</b> – hooped earrings of any size, as these can be ripped out very easily and piercings in the tragus part of the ear. Any other jewellery, e.g. chains, rings, necklaces, bracelets, nose studs, eyebrow studs, lip studs, any other facial piercing or body jewellery. Nail varnish, acrylic/false nails, false eyelashes or make-up of any kind.</p> <p><b><u>Nail varnish, extensions or false nails are a real hazard in PE. Coloured contact lenses.</u></b></p> <p><b>Hazards</b> - no aerosols, e.g. perspirants, deodorants. No hair gels, lacquer or nail varnish. No acrylic nails.</p>
	<p><b>Tattoos</b> – no visible tattoos or body art.</p>
	<p><b>No mobile technology</b> – (including mobile phones, smart watches and headphones) – these will be confiscated if seen or heard during the school day.</p>
	<p><b>Laser Pens</b> – are not permitted at all; if these are brought into school, they will be confiscated.</p>
	<p><b>E-Cigarettes</b> – are not permitted at all; these will be treated in the same way as tobacco.</p>
	<p><b>Fake Tan</b> – pupils are <b>not</b> permitted to wear fake tan in school.</p>

## **Please note**

- Correct school uniform, including observance of the general dress code, should be worn both to and from school and during all lessons.
- No outdoor clothing should be worn in school.
- Trainers are only allowed in PE lessons.
- If your child is found to be wearing jewellery beyond one pair of gold or silver stud earrings, then the jewellery will be confiscated and returned at the end of the day.

## **Limiting the cost of school uniform**

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.

A recent LA survey across Tameside Secondary Schools (January 2022) revealed that the cost of the Academy Uniform is competitively priced, in line with most schools and cheaper than some which had more expensive uniform requirements or suppliers.

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
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as polo shirts
- 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 leveler
- Avoiding different uniform requirements for each different year
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool 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 pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

## **Second-hand items**

Any unclaimed items of lost property, together with donations of clean, good condition, outgrown or leavers' uniform items can be made available to all families at no cost.

We ask that families use these items to minimise waste and protect the environment.

Items can be requested discreetly through the 'admin' email on our website.

## **Hardship fund**

The school maintains a limited hardship fund which supports families in need, helping to ensure that every child has opportunity to participate fully in school life. This includes helping families who are struggling to meet the costs of uniform, particularly branded items which cannot be purchased from general retailers.

Applications should be made in writing to the Headteacher, who has the final decision about allocation of this fund, made in consultation with senior and pastoral colleagues. The hardship fund is finite and requests will be processed in the light of available resources. Whilst we offer no guarantees that every application will be successful, we encourage those who are in genuine need to consider this as a viable option.

## **Where to purchase uniform**

### **FAIRFIELD HIGH SCHOOL FOR GIRLS UNIFORM SUPPLIERS**

Our school uniform can be obtained from our four bespoke suppliers:

#### **M.C.S. STORES**

32 Market Street – Ashton-under-Lyne – OL6 6ER

Telephone Number – 0161 339 9845 or 0161 445 7740

#### **PANACHE SCHOOLWEAR**

90 Market Street – Droylsden – Manchester – M43 6DE

Telephone Number – 0161 301 5570

#### **SALLIES SCHOOLWEAR**

39 Manchester Road – Denton – Manchester – M34 3JU

Telephone Number – 0161 336 3305

#### **TOP MARKS SCHOOLWEAR**

82 Old Street - Ladysmith Centre - Ashton-under-Lyne - OL6 7JR

Telephone Number - 0161 343 2900

## **Expectations for our school community**

### **Pupils**

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)

Pupils are also expected to contact Dr Beckett, Senior Assistant Headteacher for Pastoral, Behaviour and Safeguarding if they want to request an amendment to the uniform policy in relation to their protected characteristics.

### **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 Dr Beckett 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/carers 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/carers to arrive at a mutually acceptable outcome.

### **Staff**

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by our Policy for Outstanding Conduct and Behaviour.

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.

## **The Trust Board**

The Trust Board 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/carers and pupils.
- Offers a uniform that is appropriate, practical and safe for all pupils.

The Trust 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.

## **Monitoring arrangements**

This policy will be reviewed and approved annually by the Trust Board.

The Trust Board will ensure that this policy

- Offers a uniform that is appropriate, practical and safe for all pupils.
- Is implemented fairly across the school.
- Takes into account the views of parents and pupils when any significant uniform changes are proposed.
- Makes sure that our uniform supplier give high priority to cost and value for money, by ensuring that we re-tender our supplier contract at least every 5 years.

## **Links to other policies**

This policy is linked to our:

Policy for Outstanding Conduct and Behaviour

Policy for Equality and Equality Objectives statement

Policy for Anti-Bullying

Policy for School Concerns and Complaints