

School Uniform Policy



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| Approved by: | Board of Directors | MAY 2022 |
| Signed by: | Chair of Directors | MAY 2022 |
| Written by: | Jayne Conway, Deputy Head | APRIL 2024 Updated April 2024 |

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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, the 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 reflects their self-identified gender
- > Make sure that our uniform costs the same for all students
- > Allow all students to style their hair in a way that is appropriate for school in both colour and style, whilst allowing them feel comfortable. Extremes of style and colour would be deemed inappropriate.
- > 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 or carers to get in touch with the Senior Leadership Team, who can answer questions about the policy and respond to any requests.

3. Limiting the cost of school uniform

The 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 aim to ensure that our uniform can be bought at a wide range of retailers at a reasonable cost in order to offer best value for money for parents and carers.

We understand that branded items cannot be purchased from many retailers and we have therefore sought to limit the number of these items. The majority of our uniform is now non branded and generic (see Section 4.1 – School Uniform). Where branded items are required e.g. school polo shirts or jumpers, these can be purchased as a generic item and the school name embroidered on them locally (see Section 4.2 – where to purchase school uniform).

The PTA also offer good quality second hand uniform items subject to availability and can be contacted at pta@gvsc.org.uk

The Senior Leadership Team and the Board of Directors are happy to consult with parents and students on any proposed significant changes to the uniform policy and will carefully consider any complaints about the policy

4. Expectations for school uniform

4.1 The school uniform

School uniform is compulsory and is designed to be practical and comfortable and to meet requirements of Health and Safety. It is an important part of belonging to Fairfield and we expect students to look smart and wear their uniform with pride. We have minimised the number of badged items to keep down costs.

All students are expected to wear the following:

- White long or short sleeved polo shirt with the embroidered Fairfield logo for Y7-10; white short or long sleeved plain tailored shirt for Y11
- Fairfield school jumper with the embroidered Fairfield logo. Green for Y7 – 10, navy for Y11.
- Plain black tailored trousers **OR** plain black tailored skirt, either A-line or with large box pleats, knee length.
 - These should have no adornment – (e.g. studs/external zip, etc) though a plain black narrow belt may be worn if necessary.
 - The following styles are specifically **NOT** acceptable for either trousers or skirts:
Cords, jeans/jeans style, lycra, stretch, skinny, capri, tapered ankle, leggings, jeggings, tight mini skirts, skater style, small pleats

The school reserves the right to prohibit other fashion styles not listed here. If in doubt, please contact the school before purchasing.

- Black, flat, sturdy waterproof shoes suitable for walking around a rural site and along a muddy lane.
 - Black trainers or any shoe the school judges to be a trainer are **NOT** acceptable. The school reserves the right to make this judgment and advice/ descriptions of appropriate school shoes from shoe retailers will not be accepted.
 - Flat means the heel height should be a maximum of 5cm.
 - Waterproof means they should not be made of any type of cloth fabric, be backless or open toed.
 - Heavy work boots with steel toe caps are **NOT** acceptable.

During periods of bad weather, we will allow students to wear black, flat, waterproof boots under their trousers but **NOT** with skirts.

- Black socks – non-branded.
- Coat – non-branded. It should be a warm and waterproof coat without large pictures or logos. Hooded sweatshirts or hooded jackets are specifically **NOT** acceptable.

Jewellery is not allowed at school, except for one small plain stud in each ear lobe, and a watch. No other body piercing is allowed and students will be asked to remove additional jewellery. This also applies to nose studs and using a clear plastic stud, or covering the stud with a plaster is **NOT** acceptable. The school is **NOT** responsible for piercings healing over when jewellery is asked to be removed and students are advised to take this into account before getting extra piercings.

Hair should be of a natural colour and in a non-extreme style; the school reserves the right to judge what is considered natural or extreme. If you are in any doubt, please contact the school BEFORE any colouring or styling is undertaken.

Hair must be tied back for **all** practical subjects and students with long hair should have an elasticated hairband in their bag for this purpose.

Makeup should be discreet and kept to a minimum.

PLEASE ENSURE ALL ITEMS ARE LABELLED CLEARLY WITH THE OWNER'S NAME

Sports kit

Essential for all students:

- Fairfield High School rugby shirt (branded)
- Fairfield High School white T-shirt (branded)
- Plain black shorts (non- branded)
- Black rugby socks (non- branded)
- Plain black tracksuit bottom or leggings (non- branded)
- Football/rugby boots (non- branded). Please note: bladed boots are not allowed in rugby tournaments
- Trainers (non- branded) with non-marking soles such as astro or running trainers (fashion trainers such as high tops and plimsolls are not acceptable as they offer little grip, foot support or protection)
- Gum shields for rugby and hockey must be worn

Please ensure that your child has suitable supportive or protective underwear for P.E. Students are advised to wear shin pads for hockey, football and rugby. If chosen to represent the school, these items are essential.

Please note:

- All jewellery **MUST** be removed before P.E. lessons (safety guidelines).
- Valuables should be locked into a secure locker or given to the P.E. teacher for safe keeping.
- Hair must be tied back for PE
- Students **MUST NOT** bring deodorant/perfume or body sprays to school under any circumstances. Some people are extremely sensitive to such sprays and they can cause severe allergic reactions.

- In hot weather students are encouraged to wear sun hats and protective sun cream

ALL ITEMS OF UNIFORM AND PE KIT MUST BE CLEARLY MARKED WITH THE OWNER'S NAME.

4.2 Where to purchase it

New uniform and sports kit with the school logo may be purchased from:

- Monkhouse Schoolwear, St Peters Street, Hereford & Labels Shopping, Ross Park, Ross on Wye
- Telephone 0161 476 7216 www.monkhouse.com
- Clubsport at Intersport, Unit 4, All Saints Court, Hereford HR4 0BA
- Telephone 01432 342626 info@clubsport.co.uk
www.clubsport.co.uk

Generic uniform may be embroidered with school name at:

- Sarah Murrin, Horse & Jockey Ltd, 2 Closure Place Peterchurch Hereford HR2 0RS
Telephone 01981 550467 capzcovers@gmail.com

Second hand uniform may be purchased from:

- Fairfield High School Parent and Teacher Association (PTA) subject to availability. Please contact pta@gvsc.org.uk

5. Expectations for our school community

5.1 Students

Students 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)

Students are also expected to contact the Senior Leadership 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 Senior Leadership 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 and 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 and carers to arrive at a mutually acceptable outcome.

5.3 Staff

Staff, starting with Form Tutors, will closely monitor students to make sure they are in correct uniform. They will give any students and families breaching the uniform policy the opportunity to comply, but will follow up with the Senior Leadership Team or Headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by following the Behaviour Policy – see below:

A high standard of personal appearance is expected and anyone arriving at school in non-uniform clothing/footwear may expect to be removed from lessons. Hair colour and style must be appropriate for school. Smart Start for Uniform is checked every day in Form Time.

Parents and carers and students are clear on uniform expectations and informed through school prospectus, letters, emails, parents' and carers' evenings, website and in student planners.

Infringements of the policy are followed up by form tutors with the student and with home by phone call or letter/email by the Senior Leadership Team. In repeated cases, there may be an internal isolation given to the student until the uniform is rectified.

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, potentially offering practical and financial support where needed.

5.4 Directors

The Board of Directors 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 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.

6. Monitoring arrangements

This policy will be reviewed every 3 years by the Senior Leadership Team and approved by the Board of Directors.

7. Links to other policies

This policy is linked to our:

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