



Shoeburyness High School

Uniform Policy

'Building Strong Partnerships, Building Strong Community,
Building Strong Schools'

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| Reviewed and monitored by: | Deputy Headteacher - Pastoral |
| Lead Member of Staff: | J Banks |



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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 for all students

This policy is implemented in line with the school's safeguarding responsibilities. The welfare of the child is paramount. No student will be disadvantaged, isolated or placed at risk of harm as a result of uniform expectations. Any concerns regarding welfare, neglect, or vulnerability identified through uniform issues will be referred in line with the school's safeguarding procedures.

1.1 Guiding Principles

- To reinforce a positive school identity.
- To allow the easy identification of Shoeburyness High School students.
- To ensure a consistent approach to school uniform.
- To set standards of appearance.
- To provide value for money so all parents can afford the uniform.

For these reasons, students are expected to be in correct uniform when travelling to and from school.

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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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 a way that is appropriate for school and makes them feel most comfortable
- Allow students to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow students to wear headscarves and/or other religious garments
- Allow students with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs

- Allow for reasonable adaptations to our policy on the grounds of equality by asking students or their parents/carers to get in touch with the Deputy Head of Pastoral Care, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

3. 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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- Considering cheaper alternatives to school-branded items
- 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
- Avoiding different uniform requirements for different year/class/house groups other than the school tie, however, students will 'keep' the tie colour for their entirety of their time at Shoeburyness High School.
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items via our uniform shop. Please contact your child(ren)'s Pastoral Year Manager for more information about our second-hand uniform shop.
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- **Not** allowing expensive sports branded footwear, e.g., Nike, Adidas, etc. to be used as school shoes.
- Consulting with parents/carers and students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

4. Expectations for school uniform

Uniform Requirements for students in Year 7, 8, 9, 10 and 11

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| BLAZER | Black with school badge, from the school uniform shop noted later in this document. |
| WHITE SHIRT | Permitted: Plain white shirt or blouse that is buttoned up and tucked in at the waist. Not permitted: no other shirts, no logos and not an aertex T-shirt. |
| TROUSERS | Permitted: Black, tailored trousers only . Not permitted: lycra, stretch fabric trousers or any form of joggers/leggings/cargo/gym trousers etc. Students who opt to wear trousers must NOT wear additional pairs trousers/joggers or shorts etc. under them. |
| SKIRT | Permitted: Skirts that are black roughly knee length. Not permitted: Lycra, jersey or stretch fabric skirts of any kind. |
| JUMPER | Permitted: V-neck, black jumper with the school logo purchased from the school uniform shop noted later in this document. Not permitted: any other jumper or hoodie. |
| SHOES | Permitted: Black, low heel, closed-in style leather look. Not permitted: sports brands, e.g., Nike, Adidas, Puma, Converse, etc. |
| COATS AND OUTDOOR JACKETS | Must not be worn inside the school buildings. Hoodies are not permitted and are not viewed as a suitable replacement for a blazer, coat or outdoor jacket. |
| TIGHTS/SOCKS | If a student decides to wear a school skirt, they MUST also wear black tights or black/white socks. Sports socks/ankle socks are not permitted. |
| TIES | School tie - specific to student year group. If the student is a prefect, they will be issued with a prefect tie. |

OPTIONAL SUMMER UNIFORM FOR ALL YEAR GROUPS (Half term 6 – June/July)

Students will be permitted to wear black tailored shorts in the summer months during the final half term (June/July). Shorts should **not** have a logo or be PE shorts or any other type of sports shorts.

NOTE: If a student opts to wear tailored black shorts they are expected to be worn with black shoes and black socks. All other uniform remains the same – shorts are just a replacement for trousers.

Further Guidance

Students are expected to wear school uniform in Years 7 – 11.

Any adaption to the above expected uniform is not permitted without permission from the school.

Further Items that are not allowed are:

- Baseball caps, beanie hats, durags and hats of any kind (unless for religious observance)
- Facial piercings including tongue piercings
- Navel/belly button piercings are discouraged as the school has a duty to take reasonable steps to reduce foreseeable risks of injury. Navel piercings present an avoidable risk, including:
 - Injury caused by snagging or tearing during Physical Education (PE), sport, swimming, practical subjects, or other physical activity.
 - Increased risk of infection, particularly where a piercing is new or healing.
 - The need to restrict participation in curriculum activities where safe removal is not possible.
 - The legal age for a navel/belly piercing is 16 years old age without parental permission.

Please note that any device for listening to content played via a mobile phone, i.e., headphones, ear buds/'air pods' etc. are not permitted and due to their monetary value, students are actively discouraged from bringing these items to school. Students are discouraged from bringing valuable items into school. The school will take reasonable steps to support students where concerns arise but cannot guarantee investigation of loss in all cases.

Students are permitted to wear one ring and one pair of small stud earrings worn in the LOBE of the ear. **Please note that the school accepts no responsibility for loss or damage – items of high value should not be worn.**

Excessive make up is inappropriate and students **MUST NOT** wear any form of 'false' nails, including acrylics. Nails must be short.

If a student decides to wear any form of necklace, this must be tucked into their shirt/blouse and not worn in front of any outer clothing.

Signposting is available to support parents/carers who have trouble in purchasing uniform; please contact the school for a strictly confidential conversation via office@shoeburyness.secat.co.uk. If you believe your child is exempt from wearing any item of the school uniform, please contact the school office on the aforementioned email address. Recent medical evidence must be provided when requested by the appropriate member of staff to support a request for any exemption/modification of the uniform policy.

4.2 Where to purchase it

The official school uniform suppliers are Crawlers of Hamstel Road, Southend and the National Schoolwear Centre of Hamlet Court Road, Westcliff. The blazer must be bought from them.

Uniform Suppliers:

Crawlers

361 Hamstel Road, Southend on Sea, SS2 4LE, phone 01702 601274

<https://southendschoolwear.com/>

National Schoolwear Centres

96 Hamlet Court Rd, Westcliff on Sea, SS0 7LP, phone 01702 330300

<https://schoolwearcentres.com/>

PE kit is purchased from an outsourced online provider. The PE Department informs parents of how to purchase the correct PE uniform. Please contact the school office for further support.

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) or if permission to deviate from the policy has been given by staff 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 expected to promote the school by presenting a smart image. All students should also wear correct uniform at break and lunchtime. If a student wishes to discuss an amendment to the uniform policy in relation to their protected characteristics they should contact Jeff Banks, Deputy Headteacher, if they want to discuss this further via jbanks@shoeburyness.secat.co.uk

The school will actively monitor for any bullying or discriminatory behaviour linked to uniform and respond in line with the anti-bullying and safeguarding policies.

5.2 Parents and carers

Parents/ 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/carers are also expected to contact Jeff Banks, Deputy Headteacher, (email: jbanks@shoeburyness.secat.co.uk) if they want to discuss 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.

5.3 Staff

Staff 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 child's Pastoral Year Manager if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the student's Pastoral Year Manager.

The school uniform requirements are displayed in all tutor bases and in the main student entrance.

Staff will work with students and families to resolve uniform issues in a supportive, respectful and proportionate way. 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 Academy Committee

The Academy Committee 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 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 by the Deputy Headteacher (Pastoral) every two years. At every review, it will be approved by the Academy Committee.

7. Links to other policies

This policy is linked to our:

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