



Highsted Grammar School School Uniform Policy 2023

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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 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 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 have long hair (though we reserve the right to ask for this to be tied back)
- › Allow all pupils to style their hair in a way that is appropriate for school and makes them feel most comfortable
- › Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- › Allow pupils to wear headscarves and/or other religious garments
- › Allow pupils 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 pupils or their parents to get in touch with the Headteacher 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 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
- › 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 leveller
- › Avoiding different uniform requirements for different year/class/house groups
- › 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 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

4. Expectations for school uniform

4.1 Our school's uniform

All of us at Highsted are proud of our School and the school uniform helps create a sense of belonging. We therefore ask that you follow the guidelines concerning uniform set out below. **Full school uniform should be worn at all times** when children are representing Highsted, including on journeys to and from School. **Trainers or tennis shoes should only be worn for PE lessons.** Please use the following link www.simmonds-ltd.com to locate the full uniform list.

4.2 Jewellery and Hair

The only items of jewellery we allow to be worn at School are one pair of **discreet** studs in the lower ear lobes **only** and a watch. **No other kind of body piercing can be worn in School.** Discreet religious symbols may be worn if they are **underneath** a blouse or sweater and are not visible. All jewellery must be removed for PE and games lessons. Long hair should be tied back for science and technology practical's, PE and games lessons, hair decorations should be royal blue, grey, black or white. Hair must be adapted to a restrained, discreet style for school and of a natural colour. Unnatural dyed hair is not permitted. No badges other than School ones may be worn.

If you permit your child to have more than one piercing in their ears, please ensure that this is done at the **start of the summer holiday** in order for it to heal properly before the start of term. **Your child will not be allowed more than one pair of ear studs in School.**

4.3 Make-up

Children in Years 7 to 9 may **not** wear make-up in school. Discreet eye make-up and foundation is allowed in Years 10 and 11 only. No sparkly eye shadow or lipstick is permitted. Coloured nail varnish must **not** be

worn in School. Clear varnish is acceptable. Pupils are not permitted to wear acrylic nails. Any students wearing excessive make-up will be asked to remove it for School.

4.4 School bag and text books

All students will need a strong bag in which to carry books and other equipment. A rucksack is often the most popular choice. Students are provided with textbooks. If books are lost or damaged, they naturally must be replaced and a charge will be made.

4.5 Further guidelines for PE and Science

PE: It is advisable for safety reasons that spectacles be removed for gymnastics and games lessons. If this is not possible (e.g. if a student would be unable to see sufficiently well to participate in the lesson) a letter is required under Health and Safety Regulations from a legal guardian accepting liability in case of accidental damage or breakage of the spectacles during the lesson, or worse, an accident to the wearer. A note from a parent/carer is also required if a student is to be excused from PE (there should be a sound medical reason). Unless the reason is clearly visible (e.g. a plaster cast!) please send a note on each occasion. If students are to be excused from the practical aspect of the lesson, they will still be expected to wear the correct PE kit, so that they are still part of the lesson. **Please note: No aerosols are allowed for PE lessons or other parts of the School.**

SCIENCE: In practical lessons, students are required to wear safety glasses which are provided. Students must wear overalls in science lessons as directed by their teacher to protect their clothes from possible traces of chemicals.

A full list of uniform items is attached in Appendix 1

4.6 Where to purchase it

Uniform is available to purchase from Simmonds Ltd (<https://simmonds-ltd.com/>) online, via our onsite shop or from their shop at Notcutts, Newnham Court, Maidstone. Our onsite shop is open Tuesday and Thursday 1.20pm – 2.20pm and Wednesday from 3pm – 5pm. Simmonds Customer service telephone number is 01892 87202.

Highsted Grammar School also hold a range of preloved uniform items which are available to families in exchange for a donation. Please email admin@highsted.kent.sch.uk detailing the items you require and the sizes, and a member of our team will contact you.

5. Expectations for our school community

5.1 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 the Head of Year 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 Head of Year 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.

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 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 in line with our Behaviour policy and statement of Behaviour principles

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.

5.4 Governors

The governing 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 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 annually by the Headteacher. At every review, it will be approved by the full governing board.

7. Links to other policies

This policy is linked to our:

- › Behaviour policy and statement of behaviour principles
- › Equality information and objectives statement
- › Anti-bullying policy
- › Complaints policy

Policy Review

Approved by:	Governing Body	Date: October 2023
Last reviewed on:	September 2022	
Next review due by:	September 2024	

Appendix 1 :



Highsted Grammar School Uniform List 2023-2024

Compulsory (Only available from Simmonds)	Notes
Highsted Grammar blazer	
Highsted Grammar long or short sleeved blouse – twin pack	
Highsted Grammar kilt	
Royal wrapover overall	
Highsted Grammar apron	
Highsted Grammar house polo shirt	
Highsted Grammar PE hooded sweatshirt	
Highsted Grammar PE polo	
Highsted Grammar PE shorts or skort	
Highsted Grammar PE sports leggings	
Highsted Grammar PE bag	
Optional (Only available from Simmonds)	
Highsted Grammar jumper	
Black fitted trousers	If required only these may be worn
Can be purchased from Simmonds or other retailers	
Black or navy tights	
Navy long sports socks	
White sports socks	
Trainers	With non-marking sole for indoor use
Mouthguard	
Shin pads	