

WSS Uniform Policy 2022-23

Approved by	WSS Local Governing Body	Date	12 th May 2022
Next review due by			1 st September 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 gender, race, religion or belief, and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing uniform items based on gender, 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/ carers to get in touch with Mrs C Hooper, Head of Student Welfare who can answer questions about the policy and respond to any requests

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' / 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 where possible. At WSS, items specific to the school are:
 - ✓ jumper worn over the shirt
 - ✓ school tie
 - ✓ PE kit
- 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
- 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/carers to acquire second-hand uniform items. If you have old uniform that you no longer need, please bring it back to the school and, if we can sell it, we will do so and the funds will be donated to our charity of the term.
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents, carers and students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

4. Additional financial support for uniform

Please check here to see whether you are eligible for Free School Meals: <https://www.gov.uk/apply-free-school-meals> . If you are, you will also be able to access a centrally held fund of £75 per student, available in the academic year 2022-23, for school resources. These resources could include revision guides, equipment and uniform. Items need to be purchased directly from the school and receipts will not be refunded.

5. Expectations for school uniform

At Weston Secondary School, we only allow jumpers and ties that can be purchased by our supplier. This ensures that each of our students look as smart and professional as another. Plain, black trousers, black box pleat skirt, plain, short or long sleeve white button up shirt (polo shirts are not permitted) and plain black shoes can be purchased from other outlets. Please see images of acceptable uniform in the Appendices below.

Clothing	Additional items	Presentation
Either - Black box pleat skirt Or - Tailored trousers or shorts (no leggings, jeans, sports wear, slim fit, tracksuit bottoms)	Black belts only may be worn	Natural make up only – no nail extensions, acrylics, polish
White button up shirt (short or long sleeve) with a collar and ability to wear a tie (polo shirts are not permitted).	Dark blue or black head scarf with plain pins	Natural hair colour
School jumper	A bag	No jewellery apart from: One plain set of studs – a stud in each earlobe. One necklace worn under the shirt (out of sight).
Black shoes (no branded trainers, boots, heels, wedges)		No facial piercings - clear retainers can be worn.
Tie		No bracelets and no rings (medical alert bracelets only).
Black socks		

a. Shirts

- ✓ Plain white shirt only – long or short sleeve with collar appropriate for ties.
- ✓ Shirt buttons must be done up and ties worn to the neck.
- ✓ Shirts must be tucked into trousers / shorts/skirts.

b. Trousers/ Skirts/ Shorts (See Appendix One)

- ✓ Black tailored trousers
- ✓ Black, knee length, tailored shorts (no cargo pockets)
- ✓ Black knee length, box pleat skirt

Students are not permitted to wear:

- × Jeans of any type
- × Leggings
- × Lycra and or mini skirts
- × Flares, short trousers, corduroy, skinny, cargo pants, tracksuit bottoms, lycra or leggings

This list is not exhaustive and the school's decision on what is/is not acceptable is final.

c. Ties

- ✓ Black and silver striped ties must be worn.

d. Sweatshirt

- ✓ Black Sweatshirt with school logo. These are to be worn or away - they are not to be worn over the shoulder or around the waist.

e. Vests

- ✓ Vests, to be worn under shirts, must be plain white round neck or v-neck only.
- ✓ Vests must be tucked in.
 - × No coloured vests or motifs which can be seen through the shirt should be worn.

f. Coats

- ✓ Coats may be worn outside school buildings and when transitioning to classrooms but must be removed when in classrooms.

g. Footwear

School shoes must be polishable, black, flat and logo-free. The style must be traditional, avoiding the appearance of a trainer. They should provide substantial support to the foot and keep feet warm and dry in poor weather.

Some specific styles that are not permitted:

- × Styles that appear to be more like sports trainers than professional black shoes.
- × Boots or ankle boots.
- × Styles with obvious logos or branding.
- × Elaborate buckles or decorations or patterns.

This list is not exhaustive and the school's decision on what is/is not acceptable is final. Clear examples of shoes that are permitted and not-permitted have been provided. If parents are unsure as to whether a particular style or shoe is accepted, they are to send a picture of the shoe to their Head of Year before purchasing.

h. PE Kit

All students in year 7 are expected to have the full PE kit. Students in all other years are allowed to wear Chamberlayne kit and when replaced, this needs to be with the new WSS kit.

- ✓ Navy top with orange side panel and logo
- ✓ Navy shorts with orange side panel
- ✓ Navy leggings with orange panel at ankle
- ✓ Navy skort with orange side panel (this is a skirt with built in shorts)

6. Expectations for student presentation

a. Head coverings

Some of our Students may choose to wear head coverings to conform with their religious beliefs. If so, these head coverings must look conventional and understated in style.

- ✓ Head coverings must be black or dark blue.
- ✓ Pins or clips must be small, dark in colour and understated.
- ✓ There can be no decorations such as sequins or patterns.
- ✓ Material must not be too long at the front or the back so as to obscure the uniform or look untidy. At the front, head covering material must not go below the V-neck of a jumper or equivalent.

Students whose head covering is not deemed by the School to be of an acceptable style will be given an opportunity to tidy the head covering in private without consequence. However, if the head covering persistently remains of an unacceptable style, the student's parents/carers will be called, and further consequences may follow.

b. Hair

Students' hair must be in a conventional and discreet style. Some specific styles that are not permitted include:

- × 'Skin fades' where the student's hair is cut below a Number 1 on the sides.
- × Patterns shaved into a student's hair or eyebrows.
- × High or flamboyant hair styles, such as a 'Mohican'.
- × Any unnatural colours.
- × Styles that hide the face.
- × Bows, patterned head bands, flowers or other adornments in the hair.

Any other hairstyles that the school considers to be inappropriate. This list is not exhaustive and the school's decision on what is/is not acceptable is final.

Students whose haircut is not deemed by the school to be an acceptable style will be placed in Referral until a parent or guardian gives permission for the student to return to the barber/hairdresser and have the haircut changed.

Students whose hair needs to 'grow out' will be able to attend lessons daily but will be placed in Referral for their break times until such time that the hair grows out. Students are not permitted to spend this time at home.

c. Jewellery

- ✓ Earrings – Maximum of one **small** plain gold / silver / diamante stud may be worn in each lobe if ears are pierced.
- ✓ A necklace which must be kept hidden under the school shirt and out of sight.
- ✓ A watch – this is advisable as looking at phones to check the time is not permitted.

Students are not permitted to wear:

- × Facial or tongue piercings. A small clear retainer is permitted.
- × Hoops, stretchers and ear bars are not permitted.
- × Earrings in any part of the ear apart from the earlobe.
- × Bracelets, bangles or wrist jewellery are not permitted. (With the exception of medical alert jewellery).

Any prohibited jewellery worn by the student while in school uniform will be confiscated and should be collected by students at the end of the day.

d. Makeup

Students are only permitted to wear light, un-noticeable make up. The school will advise students to remove make up if it is deemed heavy. Students will be requested to remove false eye lashes as they are not permitted.

e. Nails

False nails can cause serious injury to the both the student who has them and to others so acrylic/false nails are not permitted. Nails should be kept trimmed to a reasonable length to avoid such injuries. Nail varnish is also not permitted and the school will provide nail varnish/polish remover. Failure to rectify any breaches of these rules will result in being placed in Referral room until the breach is rectified.

7. Items of religious significance

The Headteacher may grant exceptions to any of the above, but only where this is required as a matter of sincere religious observance and where this can be substantiated by a letter from the leader of the relevant religious community. The school's decision is final.

8. Other guidance

Students are allowed to grow beards but these should be kept clean and tidy. Extreme styles or fashion statements that the school deems to be unreasonable are not permitted.

All uniform must be properly named and labelled and the school does not accept responsibility for any loss of uniform.

9. Where to purchase uniform

- a) Parents and carers can purchase WSS specific uniform directly from our supplier Wearabouts.
 - a. Tie
 - b. School sweater
 - c. PE Kit (Skort, Trousers, Leggings, T-Shirt, Top)

Wearabouts, 28 Victoria Road, Woolston, Southampton, Hampshire, SO19 9DX
<https://www.wearabouts.co.uk/>

- b) From September 2023, to support our students in making the right choices, parents, carers and students will be able to purchase uniform from the Weston Community Hub (located in what is currently Acorn). Students who are eligible for Free School Meals (FSM) will have access to a school held fund of £75. This fund will be available to all students entitled to FSM in all year groups in the academic year 2022-23 and this will be reviewed at the end of the academic year. This fund is to cover educational supplies which can include uniform. This uniform shop will hold both WSS specific uniform (ties, PE kit, sweaters) and generic uniform (skirts, trousers, shirts, socks). Note that the Weston Community Hub is not for profit and so all items will be at cost price.
- c) We would also like to establish a second hand uniform shop. If parents/ carers have any old uniform, please donate it to the school. We will re-sell it and any money made will be invested into our Weston Community Hub.

10. Expectations for our school community

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 Mrs C Hooper, Head of Student Welfare 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 and carers are also expected to contact Mrs C Hooper, Head of Student Welfare 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

Staff

Staff will closely monitor students to make sure they are in correct uniform. Students will not be allowed access to the school site unless they have the correct uniform. Students will be requested to either swap or purchase uniform in order that they can access the school.

Ongoing breaches of our uniform policy will be dealt with in line with the WSS Expectations Policy.

Financial Hardship

All students who are eligible for Free School Meals have access to a school held fund of £75. This fund is to cover educational supplies which can include uniform. Receipts will not be reimbursed, the fund is held by the school and the school will purchase the uniform and monitor the hardship fund.

In cases where financial hardship has resulted in a student not complying with this uniform policy and the student is not eligible for Free School Meals, please contact Mrs C Hooper, Head of Student Welfare.

5.4 Local Governing Body (LGB)

The LGB 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 students
- Offers a uniform that is appropriate, practical and safe for all students

The LGB 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.

11. Lost property

Students are able to check lost property during break times and after school. Once every term, items which have been handed in will be displayed and students will be able to collect lost belongings. Items will be held for a maximum of one term and any unclaimed items will be disposed of through local charities.

All items of clothing (including bags) must be clearly marked with the student's full name. Sew-on labels are preferable to iron-on labels and black permanent markers may be used but names should be written large and clear.

Jewellery, Mobile telephones, other electrical devices and any items of value brought into school remain the responsibility of their owners. The school cannot accept responsibility for these items, including any loss or damage occurred whilst at school.

12. Monitoring arrangements

This policy will be reviewed annually by Mrs Paston, Headteacher. At every review, it will be approved by the Local Governing Body.

13. Links to other policies

This policy is linked to our:

Expectations policy

Equality information and objectives statement

Anti-bullying policy

Complaints policy

14. Appendix One: Acceptable Trousers, Skirts and Shorts

Acceptable		Not Acceptable	
			
✓		✗	
			
✓		✗	
Black box pleated skirt:		Plain/ Flared:	Lycra:
✓			
		✗	

Black tailored, knee length shorts:



15. Appendix Two: Acceptable Foot Wear

Acceptable	Not Acceptable
	
	
	
	
	
	
	
	

