

## WSS Uniform Policy 2023-24

Approved by	WSS Interim Governing Board	Date	1 <sup>st</sup> September 2023
Next review due by			1 <sup>st</sup> September 2025

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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, students in year 7, will also be able to access a centrally held fund of £75 per student 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 trainers or shoes can be purchased from other outlets. Please see images of acceptable uniform in the Appendices.

### Clothing

#### 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.
- ✓ Shirts must be tucked into trousers / shorts / skirts.
- × Polo shirts are not permitted.

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

- ✓ Black tailored trousers.
- ✓ Black, knee length, tailored shorts (no cargo pockets).
- ✓ Black box pleat skirt.
- ✓ Black tights/black socks must be worn under chosen garment.

Students are not permitted to wear:

- × Jeans of any type.
- × Lycra and or miniskirts.
- × Flares, short trousers, corduroy, skinny, cargo pants, tracksuit bottoms, or Lycra.
- × Leggings of any kind.

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 in school bags - they are not to be worn over the shoulder or around the waist.
- ✓ At the Headteachers discretion, students do not need to wear a jumper during the summer term.
- × No hoodies / cardigans / sportswear / alternative black jumpers.

#### **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.
- × T-shirts (short or long sleeved) are only permitted for valid medical reasons (medical evidence required and will be reviewed throughout the academic year – any agreed t-shirt must be white, plain, round or v neck and not exceed the length of shirt on body or sleeve.

#### **f. Coats and Hats**

- ✓ Coats may be worn outside school buildings and when transitioning to classrooms but must be removed when in classrooms.
- ✓ Coats may only be worn if a jumper is also worn.
- ✓ Weston Community School Hub also stocks donated washed coats for students if they need one.
- ✓ No hats, apart from religious head wear, to be worn inside.
- × Hooded tops/sportswear are not permitted to be worn in school at any time.

#### **g. Footwear**

- ✓ School shoes / trainers must be all black (including stitching and logo).
- ✓ They should provide substantial support to the foot and keep feet warm and dry in poor weather.

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.

## **6. PE Kit**

All students in year 7 (2023-2024) are expected to have the round neck WSS PE T Shirt. Students in all other years are allowed to wear the previous Weston PE kit, and when replaced, this must be with the new WSS kit.

- ✓ Royal Blue WSS T -Shirt
- ✓ Black/Navy shorts, leggings, tracksuit bottoms or skort (small logo is ok but must be mostly plain)
- ✓ No hoodies but plain, black/navy sweatshirts can be worn in colder months
- ✓ Trainers that are suitable for sport (not fashion trainers)
- ✓ Football boots/ Astros for the field in wetter months
- ✓ All hair to be tied up during PE, and no jewellery to be worn/ it is covered with micropore tape/ plasters.
- × No jewellery to be worn and will be requested to be removed.
- Students are permitted to cover piercings with micropore tape/ plasters provided by home

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

## 7. 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

Some specific styles that are not permitted include:

- × High or flamboyant hair styles, such as a 'Mohican'.
- × Styles that hide the face.

- Students whose haircut is not deemed to be an acceptable style by the school will be given 5 days to correct it.

### c. Jewellery

- ✓ Earrings – Maximum of one **small** plain gold / silver / diamante stud may be worn in each lobe if ears are pierced.
- ✓ Necklaces 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.
- ✓ A small, plain nose stud is 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.
  - × Nose rings
- 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. Students will need to remove and / or cover jewellery during PE/Dance lessons and other physical/practical activities/events.
  - It is strongly advised that any jewellery that carries any financial or sentimental significance should remain at home.
  - While the school will do its utmost for items to be looked after, the school takes no responsibility for lost or damaged items.

### 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.

### e. Nails

- ✓ Nails must look natural in length and colour.
- × False nails can cause serious injury to 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.
- Students will be given 2 days to remove false/acrylic nails.
- × Nail varnish is not permitted, and the school will provide nail varnish/polish remover.



## 8. 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.

## 9. 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.**

## 10. Where to purchase uniform

- a) Parents and carers can purchase WSS specific uniform directly from our suppliers.
- **Tie and School Sweater**  
Wearabouts. (28 Victoria Road, Woolston, Southampton, Hampshire, SO19 9DX  
<https://www.wearabouts.co.uk/>
  - **PE t-shirt**  
Premier Teamwear & Workwear, 497 Bitterne Road East, Southampton, SO18 5WQ  
[www.workwear247.co.uk](http://www.workwear247.co.uk)
- b) **Year 7** From September 2023, to support our students in making the right choices, parents, carers and students will be able to purchase uniform from the Acorn Uniform Hub, located in the main building.

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 year 7 students entitled to FSM in the academic year 2023-24 and will be reviewed at the end of the academic year. This fund is to cover educational supplies which includes uniform. This Acorn Uniform Hub will hold both WSS specific uniform (ties, PE kit, sweaters) and a small stock of generic uniform (skirts, trousers, shirts, socks & tights). Note that the Acorn Uniform Hub is not for profit and so all items will be at cost price.



## 11. 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 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 Student Welfare if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- A medical need (evidence required)
- 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 an item, e.g., bus pass, house keys, phone etc to borrow an item of uniform for the school day or purchase uniform from the Acorn Uniform Hub 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**

Year 7 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 Student Welfare.

### **12. Interim Governing Board (IGB)**

The IGB 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.

### **13. Lost property**

Students are able to check lost property during break times and after school at the Acorn Uniform Hub. 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 or added to the Acorn Uniform Hub stock.

All items of clothing (including bags) must be clearly marked with the student's full name. 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.

### **14. Monitoring arrangements**

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

## 15. Links to other policies

This policy is linked to our:

**Expectations policy**






**Equality information and objectives statement**

**Anti-bullying policy**

**Complaints policy**

Appendix One: Acceptable Trousers, Skirts and Shorts

Acceptable		Not Acceptable	
			
✓		✗	
			
✓		✗	

<p>Black box pleated skirt:</p> 	 <p>Plain/ Flared:</p>	 <p>Lycra:</p>
<p style="text-align: center;">✓</p>	<p style="text-align: center;">✗</p>	
<p>Black tailored, length</p>  <p>knee shorts:</p>		
<p style="text-align: center;">✓</p>	<p style="text-align: center;">✗</p>	

Appendix Two: Acceptable Footwear

Not Acceptable

