



Wilmington Grammar School for Boys Uniform Policy

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1. Aims

This policy aims to:

- Set out our approach to requiring a uniform that is 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 Head Teacher, 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. At WGSB that is limited to our Blazer Badge, Tie and **optional** school jumper for our main uniform and to the reversible shirt for PE.
- 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 leveler.
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling 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

School Uniform

Items marked * are of regulation style and must be obtained from the school suppliers.

All articles of uniform must be clearly named.

WGSB Uniform

Years 7-11

- Navy blue singled-breasted blazer (with the school badge* on the breast pocket)
- House tie*
- Plain white shirt
- Black leather shoes with a black hard sole
- Plain dark grey/charcoal trousers
- Navy blue V-necked pullover
- Dark socks

- Outdoor coats: these should not be bulky as they are to be stored in the owner's locker during the school day.

PE Kit: Y9 - 11

- Navy blue shorts*
- Navy blue shirt*
- White socks
- Trainers (which are predominantly white)

Games Kit Y9 - 11

- Navy blue Rugby Shorts*
- Navy blue with gold panel rugby shirt*
- Hooped navy blue and gold socks*
- Football/rugby boots
- Shin Pads
- Mouth Guard

PE Kit Y7 & 8:

All the clothing items you need are supplied in one pack from the Macron Website. Students will need to purchase their specific house colour for the reversible jersey, the colour of this will be confirmed on Induction Evening. Other branded items are available; however, students are also able to buy non-branded items from other retailers, should they choose.

School ID Card

- You will be provided with an ID card. This will enable you access to all areas of the school, make purchases in the canteen and is ID for all exams which is a requirement of JCQ regulations.

Hairstyles

Student's hair must be in a style and of a length that reflects the professional and academic nature of the school. Haircuts and styles should be moderate and should not cover the student's eyes. Hair should not be bleached, tinted or shaved in any way. Facial hair in the form of beards and moustaches is not permitted in Years 7 - 11 and may only be of a short and smart appearance in the Sixth Form. The wearing of jewellery is forbidden.

Appearance:

- School uniform is to be worn by all students whilst at school and during journeys to and from School and on other school occasions. Blazers must normally be worn at all times, unless a teacher gives permission for it to be removed, a blue v-neck jumper (available from the official school outfitter, see below) may be worn underneath. Hooded tops and cardigans are not allowed. Shirts should be tucked in trousers at all times and all the buttons should remain fastened, the appropriate house tie must be worn and should be knotted at the neck and the tie should rest on the belt-line. Staff will not allow students into their lessons until they are looking smart and will ensure they look well-presented when they leave school.

4.2 Where to purchase it.

Branded uniform can be purchased from our uniform suppliers: TFS, 45 Spital Street, Dartford Kent. DA1 2DX. Telephone 01322 291838 or email enquiries@tfsclimbing.co.uk. Macron PE Kit (Y7 and 8) can be purchased via this [link](#).

The PTA also run a second-hand uniform shop and can be contacted at pta@wgsb.co.uk They also run a number of days across the year for purchasing uniform and are always willing to accept donations.

All non-branded items can be purchased from any other retailer.

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 Assistant Head Teacher, Behaviour and Well Being, office@wgsb.co.uk 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 Assistant Head Teacher, Behaviour and Well Being, office@wgsb.co.uk 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.

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 every two years by Assistant Head Teacher, Behaviour and Welfare. At every review, it will be approved by the full Governing Body of Wilmington Grammar School for Boys.

7. Links to other policies

This policy is linked to our:

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