



Thinking Schools Academy Trust

“Transforming Life Chances”



Plymouth High School for Girls

“For life, not school, we learn”

Policy: Uniform

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Plymouth High School for Girls – School Uniform Policy

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Introduction

At Plymouth High School for Girls we pride ourselves on being smart, well presented and ready for learning. It is our school policy that all students wear school uniform when attending school, or when participating in school organised events such as educational visits or sporting competitions, unless parents are informed otherwise. We ask students to wear a school blazer (compulsory for years 7 – 11), have their shirts tucked in and to take a pride in their personal appearance.

Our uniform standards are high and our uniform is inclusive and smart. We expect parents to ensure students arrive at school in correct uniform. We uphold strict standards to ensure every student attends an equal and fair school environment, this supports us in ensuring that appearance does not advantage or disadvantage any child based on fashion choices, socio-economic factors, weather or body shape/size.

Most items of uniform can be bought from our uniform supplier, whilst a few others i.e. white shirts/blouses, are easily available, at very competitive prices, at local retailers including supermarkets. A complete list of the items needed for school uniform including those for Physical Education, is contained within this policy.

1. Aims

Our uniform identifies us as a community and reinforces our culture of high expectations and academic achievement. All pupils are expected to dress in full school uniform as this is a very important part of our ethos and culture.

"We believe that the wearing of a school uniform enables students to identify with their school, gives a sense of belonging, is practical and smart, reinforces a positive work ethos and reduces expenditure for parents/carers".

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. 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 we recognise also that requiring many such items limits parents' ability to 'shop around' for a low price.

Therefore, we have carefully considered the expectations for uniform, including the following:

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
- Considering cheaper alternatives to school-branded items as long as this doesn't compromise quality and durability
- Avoiding specific requirements for items such as coats, bags and shoes so pupils could also utilise these at the weekends and in the school holidays.
- Keeping the number of optional branded items to a minimum, so that the uniform can act as a social leveller.

- Avoiding different uniform requirements for different year groups (excluding 6th form).
- Avoiding different uniform requirements for extra-curricular activities.
- 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 such as change of colour or a significant increase in cost.
- Regularly reviewing our agreements with our uniform suppliers to ensure best value for money.

3. Expectations for school uniform

3.1 Our school's uniform

All clothing should be clearly labelled with the child's name.

 Items that are starred are **compulsory** and must be purchased from our uniform supplier.

 These items are **compulsory** and can be purchased from our uniform supplier **or** from high street retailers such as supermarkets.

 These items are optional extras that parents can choose to purchase and must be purchased from our uniform supplier.

To support parents and carers with choosing suitable items, we have provided links to our supplier's website for examples of what is acceptable attire as a guide. <http://www.plymouth.trutex.com/>

Item	Description	 /  / 
Blazer	Plain navy tailored jacket with PHSG school badge on breast pocket from named uniform supplier.	
Skirt or Trousers	PHSG school skirt from named uniform supplier. Optional navy trousers from named uniform supplier. Must have PHSG branding. Must be worn with the PHSG blazer.	
Shirts/Blouses	White blouse, preferably with a revere neck, short or long sleeves are permitted. Worn tucked in.	
Tights/Socks	Tights should be navy blue, black or beige. White or navy/black ankle/knee socks may be worn if preferred. Socks should not be worn over tights. Over the knee socks are not permitted. Sports branded socks are not permitted.	
Shoes	Smart black or brown leather shoes must be worn, not trainers, canvas, Converse style, skate or similar or any other type of informal footwear. All Black Airforce leather shoes are permitted but not with evident sports brand logo. Boots/ankle boots/platform style shoes are not permitted. Mufti days – heels, open toes and soft shoes are not permitted on mufti days due to safety in school.	
Pullover (optional)	Plain navy pullover with V neck, long sleeves and PHSG school badge from named uniform supplier (no hoodies, no jumpers with logos).	
Coat	Outdoor coat. Hoodies (over head or zip up) and denim or leather jackets/coats are prohibited.	n/a
Head coverings/ Religious Observance	Head coverings should be navy or black.	n/a

Hats, scarves, gloves	May not be worn inside the school buildings.	n/a
Watches/ jewellery	The only items of jewellery allowed are a watch and one plain stud in the lobe of each ear. No other forms of piercing are allowed, this includes tongue piercings. Please ensure that ears are pierced at the start of the summer holidays.	n/a
Make-up	Other than make-up worn to cover blemishes (of a subtle nature), no make-up must be worn in school. Nail polish must not be worn. Nails must be worn at a length no longer than the tip of the finger on health and safety grounds. False eyelashes and lash extensions are not permitted.	n/a
Hair	Hair must be a natural colour and cut in an appropriate style. Hair accessories, if worn, should be of a subtle nature.	n/a

PE Kit

Item	Description	★ / ○ / ★
PE Top	Navy polo shirt with white trim, embroidered with "Physical Education" and school badge from the named uniform supplier.	★
Shorts	Navy sports shorts	○
Socks	Navy, black or white ankle or trainer socks.	○
Footwear	Suitable sports trainers (not boot style). Any colour acceptable. Not Converse or Nike Pro style	○
Long Sleeve PE top (optional)	Navy zip-neck sports all weather long sleeve top with white trim, embroidered with "Physical Education" and the school badge, from named uniform supplier.	★
Leggings (optional)	Plain navy leggings or track suit bottoms	★
Mouthguard	As required for contact sports	★

3.2 Where to purchase it

Uniform can be purchased from our uniform supplier via their website: <http://www.plymouth.trutex.com>
Or parents and carers can visit their shop at the following locations:

Trutex Schoolwear
Unit 3, Sugar Mill Retail Park
Billacombe Road
Plymouth
PL9 7HT

- Parents and carers can obtain all items marked with a  from our uniform supplier or from high street retailers such as supermarkets
- A number of second-hand items are available through the Preloved Uniform Swap/Shop, please email the school office for more information
- Where parents are experiencing financial difficulties and require support with purchasing the school uniform, please contact the school office and ask to speak with the DSL
- As students grow out of their uniform we welcome donations of the new style uniform to continue to support all of our students in wearing the correct school uniform – please hand any unwanted items to the school office. Thank you in advance for your support.

4. Expectations for our school community

4.1 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 Headteacher if they wish to request an amendment to the uniform policy in relation to their protected characteristics

4.2 Sixth Form

Sixth Form Dress Code

There is not a uniform for Plymouth High School Sixth form. As a Sixth Form student and a senior member of the school it is vital that students behave in accordance with the rules and dress appropriately for their studies and thereby set an excellent example to the rest of the school. Appearance should be neat and tidy, with appropriate dress for a work environment.

- ID Badge – should be clearly visible at all times when on the school premises
- Sixth form students should refrain from wearing clothes considered **unsuitable** by the Headteacher, your tutor/Head of Sixth Form or school staff. Please see list below.
- Students may be provided with loose shirts, skirts or trousers if their clothing is considered inappropriate.

Examples of inappropriate or unsuitable clothing:

- **Bare midriffs/low cut tops**
- **Flimsy-style beach flip flops (for health and safety reasons)**
- **Backless tops**
- **Very short skirts**
- **No short shorts, but longer shorts are acceptable**
- **Ripped Jeans**
- **High heeled shoes (for health and safety reasons)**
- **Caps / hats are not to be worn in lessons, no hoods up whilst wearing a hoody**
- **Sportswear e.g. yoga or gym wear, tracksuits**
- **Skin tight leggings**
- **Beach wear (no sunbathing in school)**

Specialist Clothing

This may be needed for some work placements/experience/shadowing or community service. You will be notified of special requirements at the start of term.

Safety Equipment

This will be available when necessary. All students must comply with regulations in the workplace and school to behave and dress appropriately.

Jewellery

This should be kept to a minimum for safety reasons and is worn at your own risk as the Trust cannot accept liability for any loss. Piercings are not encouraged, and should be kept to a minimum. You should willingly comply if you are asked to remove them for Health and Safety grounds.

Formal Occasions (e.g. Celebration Evening / Open Days)

On these occasions, students are expected to wear smart clothing (no jeans, denim or shorts).

4.3 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 Headteacher, in writing, 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 and in accordance with our published complaints policy

4.4 Staff

- Staff will closely monitor pupils to make sure pupils are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, however any persistent disregard for the policy will result in sanctions as per the Behaviour Policy
- Ongoing breaches of our uniform policy will result in the Behaviour Policy being applied and on occasions the child will be given the correct uniform (from the second-hand reserves) and expected to change into what is provided
- 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

4.5 Governors

The governing body will review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the school
- 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 re-tendering contracts at least every 5 years.

5. Monitoring arrangements

This policy will be reviewed every five years by the Headteacher in consultation with other stakeholders including staff, pupils, parents and carers. At every review, it will be approved by the Governing body and published on the school website.

We consider the views of parents and pupils when reviewing our uniform and encourage parents to share any feedback with the office office@plymouthhighschoolforgirls.org.uk which will be collated for the next review.

6. 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 sex, race, religion or belief, 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 pupils to wear headscarves and other religious or cultural symbols/ jewellery – please speak with the school to ensure that we are fully informed of your expectations
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the Headteacher (in writing for parents), who can answer questions about the policy and respond to any requests

In all matters concerning uniform, the Headteacher's decision is final.

7. Links to other policies

This policy is linked to our:

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