



# THE BISHOPS' BLUE COAT CHURCH OF ENGLAND HIGH SCHOOL

## Uniform Policy

All of the policies that shape our lives and daily practice at Bishops' are informed by our Christian vision and values: to know, nurture and inspire our students to be the best version of themselves, so that they can live 'life in all its fullness' (John 10:10)

<b>Is this Policy Statutory?</b>	Yes
<b>Review Period</b>	Every 3 years
<b>Date Approved</b>	June 2024
<b>Committee</b>	Students

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## 1. Statement of intent

### **Our vision statement states that:**

The Bishops' Blue Coat Church of England High School is an exciting place to be. We know, nurture and inspire our community to be the best version of themselves through a better understanding of the Christian faith, our core values and a rich set of opportunities. Students achieve academically whilst growing personally and spiritually. Through their engagement in society at Bishops' and beyond our students make a positive difference through wise action, resilience and a sense of responsibility. Our community is enabled to live a life guided by Jesus, to flourish and have 'life in all its fullness.' (John 10:10)

We believe that all people are made in the image of God and are unconditionally loved by God. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a loving and hospitable community.

It is important that our students feel a sense of belonging and community through a smart and practical uniform. This policy has been created with health and safety, value for money, and practicality at its heart. It has been designed to ensure students wear clothing conducive to a successful learning environment. We believe a uniform allows all students, regardless of background, to feel equal to their peers and confident in their appearance. We also believe it is important for activities to be facilitated by specialised and appropriate clothing such as sports specific attire

Sixth form students must dress sensibly and in a way which is appropriate for the school community.

The Bishops' Blue Coat CE High School is committed to promoting equality and value for money and ensuring that no student is discriminated against due to their religion or belief, economic circumstances, or social and cultural background. This policy contains provisions to meet these objectives.

## 2. Legislative Framework

This policy has due regard to statutory legislation and national guidance, including, but not limited to, the following:

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The General Data Protection Regulation 2016
- Data Protection Act 2018

- Valuing All God’s Children - Guidance for Church of England schools on challenging homophobic, biphobic and transphobic bullying (2017)

This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2014) ‘School Admissions Code’
- DfE (2013) ‘School Uniform’
- DfE Cost of school uniform 2015 research report
- DfE Developing a uniform policy 2024
- Letter from the Competition and Markets Authority to schools and school uniform suppliers on competition law (2015)
- Education (Guidance about Costs of School Uniforms) Bill 2019-21
- <https://www.childrenssociety.org.uk/information/professionals/resources/the-wrong-blazer>
- <https://www.gov.uk/government/publications/cost-of-school-uniforms/cost-of-school-uniforms>
- <https://www.gov.uk/government/publications/school-uniform/school-uniforms>
- <https://www.childrenssociety.org.uk/sites/default/files/2020-10/the-wrong-blazer-report-2020.pdf>

### 3. Cost and Availability

The Department for Education believes uniform *“can play a valuable role in contributing to the ethos of a school and setting an appropriate tone.”* Our uniform is central to our vision and values as a school. In November 2021, the DfE strongly encouraged schools to have a uniform as it can be a *‘social leveler’*. It can *‘create a common identify amongst all pupils, regardless of background’* and is important in:

- promoting the ethos of a school
- providing a sense of belonging and identity
- setting an appropriate tone for education

Wearing uniform according to this policy is one of Bishops’ Expected Standards that highlight:

- **Pride** in being a member of the Bishops’ Blue Coat High School, sharing a vision to be the BEST version of ourselves, building on the vision of the Blue Coat Foundation.
- **Positive choices** with appearance and encourage a ‘ready to learn’ mindset for progress in school and beyond.
- **Respect** for difference and allows for personal choice, balanced with a collective identity for our school community.

Under The School Admissions Code 2014, the school must ensure that *“policies around school uniform or school trips do not discourage parents/carers from applying for a place for their child”*.

The Children’s Society’s 2020 survey (of around 1,000 parents across the UK) found that parents with children in state-maintained schools spent on average £337 per year on school uniform for each secondary school child and £315 per year for each primary school child. On average, these costs are more than three times what parents think is a reasonable cost for primary (£85) and secondary (£105) uniform.

Costing of compulsory or branded items including two shirts for main school uniform and PE kit is £190 for Key Stage 3 students and under £225 for Key Stage 4 students (the difference in price is based on sizing).

We are committed to meeting the DfE’s recommendations on costs and value for money. Every care has been taken to ensure that our uniforms are affordable for all current and potential students, and that the best value for money is secured through reputable suppliers. The school does not amend uniform requirements regularly and takes into account the views of parents/carers and students when considering changes to school uniforms.

Secondhand uniforms can benefit all parents, particularly those on low incomes. In addition, extending the life of garments, contributes to sustainability. Secondhand uniform is available on request from reception. We encourage parents to donate items to support this supply. Secondhand uniform is also available to purchase at parents’ evenings and onsite events throughout the year.

Where wholesale changes are required, the school ensures that assistance is provided to parents/carers struggling to meet the associated costs through referral to inclusion teams.

### 3. Religious Clothing

Some religions and beliefs require their members to conform to a specific dress code. The Bishops’ Blue Coat CE High School guided by the Equality and Diversity Policy, does not discriminate against any religion or belief; however, the school must weigh the needs and rights of individual students against the cohesion and health and safety concerns of the entire school community.

### 4. Equality

The school is required to ensure that the Uniform Policy does not discriminate unlawfully. Uniform is accessible to all, and the cost of uniforms are not disproportionate. The school endeavours to ensure that our uniform is as gender neutral and inclusive as possible.

## 5. Complaints and Challenges

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Policy, available on the school website.

## 6. Main Uniform

We are proud of The Bishops' High School uniform for Years 7-11. We expect it to reflect the high personal standards that we hold as a school community. It is important for all students to have the right clothing and to wear it correctly. Our school colours are Navy Blue and Mint Green

Items of clothing marked with an asterisk (\*) can be obtained from our online supplier: [www.monkhouse.com](http://www.monkhouse.com). The school will publish dates during the year when the supplier is in school to enable students to try items on.

### **School Uniform List:**

BLAZER          Navy, with school logo

SHIRT            Mint green. This should be tucked in

Either SKIRT or TROUSERS:

TROUSERS      Navy, standard, formal, full length school wear only. Not fashion styles. No stretch, skinny or jean-style trousers, jeggings, leggings, or bootlegs. No wide or decorative belts.

SKIRT            Navy, knee length, formal, standard, plain, pleated school wear only. No stretch cotton jersey, cord, or Lycra material. No tight-fitting or fashion styles, the skirt must allow for the shirt to be easily tucked in. Skirts must not be rolled up or customised.

JUMPER          (optional) Navy V-neck, with school logo

TANK TOP        (optional) Navy V-neck, with school logo

CLIP ON TIE     Official school tie - Years 7 – 9 white mitre logo, Years 10-11 Blue Coat 300 anniversary tie with gold logo)

SOCKS or tights      Plain navy or black ankle/below the knee socks or plain navy or black tights

**SCHOOL FOOTWEAR** Formal, smart all black polishable footwear (no colour logos, canvas, high heels, boots, open toed/open backed).

## 7. School Bags

Students must use an appropriately sized waterproof bag to carry their books and equipment. It should hold A4 sized workbooks comfortably without causing any damage. School bags featuring inappropriate images, slogans or phrases are not permitted.

## 8. School Coats

During the colder months, we suggest that students wear a coat. Coats featuring inappropriate images, slogans or phrases are not permitted. Before entering the Canteen or Bistro at breaktime or lunchtime we ask that students remove their coats and wear their blazers. Failure to do so may involve students not being able to enter these areas. Hoodies/non-uniform items (ie items that are not listed in sections 7 – 9) are not permitted.

The school discourages students from bringing valuable bags and coats to school. The school will not be liable for lost or damaged school bags or coats.

## 10. Jewellery

The only permitted jewellery which may be worn is:

- A maximum of one plain, silver or gold stud earring to be worn on each earlobe. No other piercings are permitted to be worn.
- All jewellery must be removed during practical lessons, eg during PE lessons and Science experiments.
- SMART watches that act as electronic devices must not be worn.

The school cannot accept any liability for personal belongings, valuables or other student owned property which could be lost, stolen, or broken.

## 11. Makeup and Body Art

- Fingernails should be short and neatly trimmed. False nails, nail extensions and long nails are not permitted. Only clear, colourless / natural coloured nail varnish may be worn.
- No visible make-up is to be worn. Students wearing visible make-up will be asked to remove it.
- Under the Tattooing of Minors Act 1969 it is a criminal offence to tattoo a child under the age of 18. Therefore, tattoos and such body art are not permitted.

## 12. Hairstyles

- Hair should be worn neatly and safely and should be a natural colour with no obvious modifications (hair can be dyed but only to a naturally occurring colour)
- Hair styles or colours judged to be extreme by the Headteacher are not acceptable.
- Long hair must be tied up during practical lessons, eg during PE.
- Hair extensions are not permitted.

### 13. PE Kit

The school PE kit is compulsory to support safety and standards. Items marked with an asterisk (\*) are compulsory and are available from [www.monkhouse.com](http://www.monkhouse.com).

#### **Compulsory:**

- \*Bishops' navy PE t-shirt
- \*Bishops' navy PE shorts or skort or PE performance leggings (minimum of one of these items)
- \*Bishops' navy quarter-zip / full-zip training top
- \* Navy games socks (knee length)
- \*Sports-specific trainers – no pumps of any kind are allowed (Converse, Toms, Vans, etc.).

#### **Optional:**

Bishops' training trousers  
 Bishops' navy games socks (knee length)  
 White sport socks (ankle length)

#### **Advised:**

Football boots  
 Gum shield  
 Shin pads

Students may access their timetables via Satchel and parents/carers are responsible for ensuring their child to bring their PE kit to school when needed.

### 14. Adverse Weather

- Everyone working at/attending the school during hot/cold weather conditions is required to wear appropriate clothing.
- During hot weather students will still be required to bring their blazers to school but will be told when they can remove them.
- During hot weather students are expected to apply sunscreen before school and re-apply at breaktimes and lunchtimes if necessary.
- During cold weather, students are encouraged to 'layer up'. Scarfs, gloves and hats and are permitted to wear when they are outside. Hooded coats are permitted when students are outside and should only be worn in cold, wet weather.
- Hoodies/non-uniform items are not permitted.



## 15. Social Action / Charity Days

The school runs specific, clearly designated occasions, such as Charity Days, when students are not expected to wear school uniform but are given permission to wear their own clothes. These clothes must be suitable for learning in school and appropriate for a school environment. Specific details of Charities Days are shared with parents throughout the academic year.

## 16. Disadvantaged First

The Pupil Premium Grant (PPG) was introduced in April 2011 for students from deprived or disadvantaged backgrounds. Research suggests that these students underachieve in comparison to their non-deprived counterparts and this underachievement is widely referred to as 'the disadvantaged gap'. Our disadvantaged first approach to uniform ensures that costs of uniform are not a barrier to learning. Inclusion teams work with parents/carers to support with the cost and supply of items.

## 17. Sixth Form and Uniform

Students attending Sixth Form are permitted to wear casual dress. We ask students to be modest, avoid clothing that could cause offence and to dress in a way that is suitable for the various settings in which they may be working at school.

Where members of the Sixth Form are judged to be dressed inappropriately, they may be asked by one of the Sixth Form team to amend their dress either that day or in future. In all such circumstances, the judgment of The Head of Sixth Form or Headteacher is final.

## 18. Roles and Responsibilities

The governing board is responsible for:

- How the uniform can create a shared identity and common sense of purpose
- What is required practically for classroom lessons or for sport
- Obligations under the [Equality Act 2010](#)
- Safeguarding and health and safety considerations
- Considering the wishes of parents and pupils
- Uniform being accessible and affordable

Pastoral leaders are responsible for:

- Ensuring that teachers understand this policy and what to do if a student is in breach of the policy.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing board.
- Providing students with an exemption letter as appropriate, eg for a student who has a broken arm and requires a loose-fitting top

Teachers are responsible for:

- Enforcing the school's uniform on a day-to-day basis.
- Ensuring that students dress in accordance with this policy at all times.
- Using the language of BESt to support pride in appearance and positive choices.
- Ensuring that students understand why having a consistent and practical school uniform is important, eg school identity.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Making requests to the school if their child requires adjustments to uniform for a period of time with clear reasons why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Students are responsible for:

- Wearing the correct uniform at all times, unless granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, eg school identity and community.

## 19. BESt Bishops' Expected Standards

- Wearing uniform according to this policy is one of our expected standards. Making positive choice with our appearance and being ready to learn shows pride and a sense of community.
- Form tutors and pastoral teams will monitor the uniform of students daily. If students make poor choices regarding their uniform, then they will receive a community consequence. Prohibited items may be requested.
- Pastoral leads may offer students alternative uniform to wear. If students refuse to wear items suggested this will be classed as defiance and consequences will follow according to BESt. Any loaned uniform must be returned within reasonable time frames, as per agreement.
- If a student repeatedly breaches uniform rules, this will be viewed as defiance and fall within the remit of BESt.
- We understand that there may on occasion be a legitimate reason for a student being in breach of the Uniform Policy. Where this is the case, we would ask the parent/carer to notify the school. Pastoral leads will work with individual parents regarding this.
- The Headteacher is permitted to ask a student to briefly go home to remedy breaches of the school's Uniform Policy. When deciding whether to allow a student to return home, the school takes into account the student's age and vulnerability, the length of time it will take, and the availability of the student's parents/carers. Where a student has been required to rectify uniform breaches, the absence will be recorded as 'authorised' and parents/carers notified.