

Upton-by-Chester High School

School Uniform Policy



Policy Link	
SLT	Mrs K McCarthy
Governor	Mr P Ivison
Statutory	Yes

To	Date
Committee	14/05/2025
Full Governing Body	N/A
Next Review	May 2027
Make available on:	Yes/ No
School website	Yes
Staff shared area	Yes

'Learning to shape the future'

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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 age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, Upton-by-Chester High School will:

- Avoid listing uniform items based on sex, to give all learners 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 learners
- Allow all learners to have long hair (though we reserve the right to ask for this to be tied back)
- Allow learners to wear headscarves and/or other religious garments
- Allow learners with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs (this would be discussed and agreed with the SENDCo and/ or Director of Key Stage)
- Allow for reasonable adaptations to our policy on the grounds of equality by asking learners or their parents/carers to get in touch with the Form Tutor, in the first instance 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

Upton-by-Chester High School has a duty to make sure that the uniform we require is affordable, in line with statutory guidance from the Department for Education (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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.

Upton-by-Chester High School 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. If your school has a blazer and jumper uniform, add: for example, by only asking that the blazer, worn over the jumper, features the school logo
- Limiting items with distinctive characteristics to low-cost and/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 learners could wear on non-school days, such as coats, bags and shoes
- Avoiding different uniform requirements for different year/class. The exception is Year 11, who in the Summer Term have the option to purchase and wear a Leavers Hoodie (colour of choice) as an alternative to their blazer
- Avoiding different uniform requirements for extra-curricular activities. Some departments may offer a branded option, e.g BTEC dancers
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items. In the Summer holiday, the school offer an opportunity for parents/ carers to collect pre-loved uniform for their child
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers and learners 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

- Learners are required to display their Halls colours on the pocket of their blazer in addition to the school badge. Iron on versions of these are available. Learners must wear an Upton-by-Chester High School tie.
- Learners must wear the correct PE kit, which is detailed on the website.
- Learners must NOT wear rings, bracelets or necklaces for health and safety reasons. One small single plain stud in each ear, is permitted. Any other piercings are not permitted.
- Learners must wear black, polishable school shoes (no cloth or canvas). Learners must NOT wear trainers or shoes with any logos. Further information can be found on the website and in learner planners.

4.2 Where to purchase it

- Branded items can be purchased from Uniformity Clothing, 22-26 Handbridge, Chester CH4 7JE www.uniformityclothing.co.uk
- Non-branded items can be purchased in a wide range retailers, including budget suppliers.

5. Expectations for our school community

5.1 Learners

Learners are expected to wear the correct uniform at all times (other than specified non-school uniform days) or when parents have been contacted regarding a 'no-blazer day' due to exceptionally hot weather, 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)
- Learners are also expected to contact their Head of Year in the first instance 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/carers are also expected to contact their child's Head of Year or Pastoral Support Manager 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/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

The school will work closely with parents/carers to resolve.

5.3 Staff

Staff will closely monitor learners to make sure they are in correct uniform. Form Tutors will check uniform is correct each morning and during PLaN time.

They will give any learners and families breaching the uniform policy the opportunity to comply, but will follow up with the Deputy Headteacher if the situation doesn't improve.

All learners are issued with a new DUE card at the start of each term. If a learner is in breach of the uniform policy then any member of staff can sign the learners DUE card. Once the DUE card is 'full' (5 signatures) then a HoY referral (30 mins) will be set. Learners should carry their DUE card at all times and present it when asked. 3 Full due cards will result in the learner being issued an SLT referral. The learner will then be given an "orange" due card, if the "orange" due card is complete then the learner will serve a day in the work room (internal suspension).

Heads of Year will write to parents/carers where there are persistent breaches of the school uniform policy.

Ongoing breaches of our uniform policy will be dealt with by Heads of Year in the first instance. If unresolved, Directors of Key Stage will deal with the issue in liaison with the Deputy Headteacher.

In cases where it is suspected that financial hardship has resulted in a learner not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation. Pupil Premium funding may be used to support disadvantaged learners with key uniform items.

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/carers and learners
- Offers a uniform that is appropriate, practical and safe for all learners

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 2 years by Mrs K McCarthy: Deputy Headteacher Culture and Ethos. At every review, it will be approved by the Pastoral Committee.

7. Links to other policies

This policy is linked to our:

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