



Perschore High School

UNIFORM POLICY

Responsibility	Jenna Butler
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Approval by	PHS Governors
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Version Control	V3 updated reference to pullover to remove compulsory branding Changed responsibility for policy



Avonreach

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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, our school will:

- Avoid listing uniform items based on sex, 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 students to wear headscarves and/or other religious garments
- Allow students with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs and in consultation with the Inclusion Department.
- Allow for reasonable adaptations to our policy on the grounds of equality by asking students or their parents/carers to get in touch with Zoe Budding (zb@pershore.worcs.sch.uk) 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 (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.

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 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
- Avoiding specific requirements for items students could wear on non-school days, such as coats and bags
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller
- Avoiding different compulsory 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
- 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. Expectations for school uniform

4.1 Our school's uniform

Blazer	School Blazer with embroidered badge
Tie	House colours – clip on
Skirt /trousers	Skirt: Black, near knee length school skirt that incorporates pleats. Trousers: straight legged, tailored trousers sold as school wear (no denim or cord; trousers with raised seams or patch pockets, flares, harem and tight-fitting trousers; please see additional guidance on the school website).
Shirt	Plain regulation blue only. The standard light blue polyester/cotton shirts or blouses sold as school wear by the main stores and uniform suppliers are acceptable. Must be suitable to wear with a tie and be worn tucked in.
Pullover	Optional navy blue v-neck woollen pullover (unbranded or PHS logo only)

- Socks** Navy blue, black or dark grey plain socks or **tights**: natural, navy or black.
- Shoes** **Plain black leather formal shoes.** Trainers, plimsolls, high heels and boots are not acceptable . Some manufacturers produce shoes in the style of trainers – these are often sports brands. These are not acceptable. Please see the additional guidance on the website.

Extremes of fashion of any kind will not be tolerated.

OTHER ITEMS

- Bag** Should be of modest size to avoid congestion in corridors
- Jewellery** A watch, small plain ear-stud (only one in each ear and must be removed for PE) and one simple ring are the only permitted items of jewellery. Ear plugs are not permitted.
Nose studs and other body or facial piercings are not permitted for health and safety reasons.
- Scarves** May not be worn in school.
- Belts** Only discreet black or navy trouser/skirt belts may be worn. No large/fashion buckles.
- Make-up** Only discreet natural make-up is permitted. Acrylic, gel or false nails of any kind are NOT allowed for health and safety reasons.
- Hairstyle** Extreme or unconventional hairstyles or unnatural colours are not acceptable.
- Aerosols** These are not allowed in school due to the significant risk of asthma attacks for some vulnerable students and staff; these will be confiscated and disposed of if discovered.

SPORTSWEAR

PHS Navy/sky **rugby shirt** no badge

PHS Navy/sky **polo shirt** with badge

PHS Navy/sky **shorts or skort**

PHS Navy/sky sports **socks**

Optional kit:

PHS Navy school **track suit trousers** with badge or navy **leggings**

PHS Navy/sky **sports hoodie** with badge

Navy **sports base layer** with arm print

Sports shoes:

Trainers (not pumps)

Astroturf boots (optional) NB metal-studded boots and blades are **not** permitted on the all-weather pitch.

Football boots (football and rugby lessons only)

4.2 Where to purchase it

Most items of uniform can be purchased in generic shops providing school clothing such as supermarkets or department stores. All items of uniforms, including branded items can be purchased from:

The School Shop

26 High Street
Evesham
WR11 4HJ

hello@theschoolshopuk.co.uk

Monkhouse

14 - 16 Pump Street
Cathedral Square
Worcester
WR1 2QY
01905 679938

Email address:

worcester.shop@monkhouse.com

4.3 Second-hand Uniform

School has a stock of second-hand uniform items. We can provide these free of charge. If parents/carers would like support with uniform they should contact the school office of office@pershore.worcs.sch.uk

5. Expectations for our school community

5.1 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 their House Office 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 House Office 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 arrive at a mutually acceptable outcome.

5.3 Staff

Staff will closely monitor students to make sure they are in correct uniform. They will give any students and families breaching the uniform policy the opportunity to comply but will follow up with the Head of School if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by House Teams.

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 local 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 students
- Offers a uniform that is appropriate, practical and safe for all students

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.

6. Monitoring arrangements

This policy will be reviewed every two years by Zoe Budding (Assistant Headteacher). At every review, it will be approved by the local governing board

7. Links to other policies

This policy is linked to our:

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