



Windsor Academy Trust

Windsor High School and Sixth Form

School Uniform Policy	
Responsible Committee	Performance and Standards Committee
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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 all students to style their hair in a way that is appropriate for school and makes them feel most comfortable

Allow students to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment

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

Allow for reasonable adaptations to our policy on the grounds of equality by asking students or their parents/carers to get in touch with Mrs Hannan, Deputy Headteacher, 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
- 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 students 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 leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different 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

School uniform consists of white shirt, black trousers/skirt, black formal shoes, school blazer and tie.

- Branded items which are required are: tie, blazer and PE polo shirt
- Branded items which are optional: school jumper, PE rugby shirt, PE shorts, PE leggings, PE training top, PE training pants
- We will accept generic items instead of branded ones: black V neck plain jumper, navy PE rugby shirt, navy PE shorts and navy PE leggings

Expectations for PE: Branded polo shirt must be worn for all lessons

For clarification:

- School skirts should be of an appropriate length, which we deem to be between knee length to just above the ankle.
- Trousers should be black cotton school trousers (stretch/lycra trousers, denim, skintight leggings or jeggings are not acceptable or suitable).
- All students should wear plain black formal leather shoes (trainers and plimsolls are not acceptable footwear).
- Headscarves must be plain black.
- Ties must be fastened correctly to cover the fastened top button of the shirt.



Hairstyles

The Halo Code

“Our school champions the right of staff and students to embrace all Afro-hairstyles. We acknowledge that Afro-textured hair is an important part of our Black staff and students’ racial, ethnic, cultural, and religious identities, and requires specific styling for hair health and maintenance. We welcome Afro-textured hair worn in all styles including, but not limited to, afros, locs, twists, braids, cornrows, fades, hair straightened through the application of heat or chemicals, weaves, wigs, headscarves, and wraps. At this school, we recognise and celebrate our staff and students’ identities. We are a community built on an ethos of equality and respect where hair texture and style have no bearing on anyone’s ability to succeed.”

Unnatural hair colours/highlights are not acceptable. Extreme patterns, styles or lines cut into the hair are not allowed. Long hair must be tied back.

Jewellery: Students may wear:

- 1 watch
- 1 small discreet ring per hand
- 1 small stud earring in each ear
- No other jewellery is to be worn and there is to be no facial piercings

Make up

Natural, discreet, barely noticeable make up is permitted; if it is deemed excessive or inappropriate students will be asked to remove it. False eyelashes and eye liner should not be worn in school; the school's decision is final.

Nail polish

False/acrylic nails/tips and nail polish are not permitted in school. Failure to adhere to this will result in the student being asked to remove them or the nail polish.

Expectations for shoes, bags and coats

Students should wear a suitable coat to/from school depending on the weather. Their bag should be big enough to carry their school books and iPad.

4.2 Where to purchase it

School uniform can be purchased from our online store at <https://www.swischoolwear.co.uk/>. We also have access to pre-loved school uniform through UniformD Marketplace. The system is easy to use and can be accessed by clicking the following link <https://app.uniformd.co.uk/items/windsor-high-school-and-sixth-form>

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 Mrs Hannan, Deputy Headteacher, 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 Mrs Hannan, Deputy Headteacher, 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 headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by Mrs Hannan, Deputy Headteacher. In cases where it is suspected that financial hardship has resulted in a student not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

5.4 Governance

The trust 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 and by re-tendering contracts at least every 5 years.

6. Monitoring arrangements

This policy will be reviewed biannually. It will be approved by the Performance and Standards committee and then the full board.

7. Links to other policies

This policy is linked to our:

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