



## **SCHOOL UNIFORM POLICY v1.1**

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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. Overview

At Temple Moor, uniform ensures the equality of students as appropriate for a school learning environment and therefore is not negotiable.

Students should be dressed smartly and in an appropriate way; fit for a learning environment and ready to learn. Every student is expected to meet our high standards of dress and to take pride in their appearance. Our uniform contributes to our school ethos and values. By maintaining this expectation, we ensure that personal appearance does not advantage or disadvantage any child based on fashion choice, socio-economic wealth or body shape/ size.

Uniform standards are high at Temple Moor High School and our code is inclusive and degendered. Parents are expected to ensure that students arrive at school in the correct uniform and that on the rare occasion where for medical reasons uniform cannot be adhered to, a note is provided clearly explains any temporary change from this code. In choosing Temple Moor, all parents should understand and be accepting that we are a uniform school.

## 3. 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 all pupils to style their hair in the way that is appropriate for school, yet makes them feel most comfortable
- Allow pupils to wear headscarves and other religious or cultural symbols. The school reserves the right to limit jewellery to a pair of studded earrings (outlined below).
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to contact the school (Deputy Principal), who can answer questions about the policy and respond to any requests.

## 4. 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 believe that our uniform policy and suppliers should offer value for money, and that the cost of uniform should never be a barrier to a pupil attending our school.

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 that requiring many such items, limits parents' ability to purchase at lower prices.

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 the number of items with distinctive characteristics where possible. For example, by ensuring that only the jumper, school tie and PE tops feature the school emblem.
- Limiting items with distinctive characteristics to low-cost 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 pupils 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 leveler
- Avoiding different uniform requirements for different year/class/house groups
- 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 and carefully considering any complaints about the policy

## 5. Expectations for school uniform

### 5.1 Our school's uniform

The following branded items of uniform are compulsory for students who attend Temple Moor High school. This applies for those children who arrive in Year 7 and leave in Year 11.

- Navy blue V necked jumper with stitched Temple Moor logo
- School tie with stitched Temple Moor logo
- PE - Navy blue short sleeved stitched logo top **or** Navy blue long sleeved stitched logo top

The following items are expected, but are not required to be branded and generic items can be purchased from any supplier

- Black school shoes – not trainers (must also be closed toe)
- White collared shirt
- Grey trousers (no skirts permitted)
- PE - Black or blue shorts or jogging bottoms, as per student preference
- PE – Black or blue football socks
- PE - Football boots
- PE – Sports/running trainers

The following items are optional for parents

- PE ¾ zip jumper with the stitched/printed Temple Moor logo
- BTEC/GCSE Sport t-shirt (offered for purchase to those students who register for this examination class)
- PE – Akora branded shorts, leggings and tracksuit bottoms
- PE – Mouthguards and shin pads for contact sports
- PE – Non-branded base layer (worn underneath PE uniform)

Expectations for jewellery and personal appearance (taking into account the requirement described above to avoid discrimination in line with the Equality Act 2010)

- Students are permitted to wear a wristwatch.
- A single pair of stud earrings (unisex)

The school applies a common sense approach to general appearance. This allows us to achieve a balance in our approach. Whilst we do not prohibit specific “styles” of appearance outside of our uniform code we reserve the right to address/ prohibit anything we feel is excessive, inappropriate or extreme. Aspects not permitted

- No fashion styled trainers, boots, Crocs, high heeled shoes, this includes black trainers or any shoe the school judges to be a trainer (we withhold the right to make this judgment).
- No hoodies, sweatshirts or non-school jumpers are to be worn at any time in the school building
- No leggings.
- No skinny Jeans, denim trousers, chinos or non- school trousers.
- No baseball caps/ hats
- No rings, chains, nose studs or hoop earrings. Students should ensure that nails are not excessively long.
- No SMART watches
- No heavy make-up. Make up worn should be no more than expected in a professional working environment
- Hair must be neat, tidy and of a style acceptable to the school, avoiding extremes. Hair should not be dyed (either permanent or semi-permanent) beyond colours close to natural hair colours (e.g.

extreme bleaching and/or red, pink, blue or purple colours). Hair should only be one colour and not a combination of 2 or more complementary or contrasting colours, e.g. black hair with blonde streaks would be deemed inappropriate.

- PE – No jeggings, branded football shirts, crop tops or inappropriate PE footwear. The PE uniform must be worn at all times during PE lessons.
- No mobile phones are permitted to be used on the school site, specifically in the school building.

If there is a medical reason why school shoes cannot be worn, then a doctor's note must be brought to school by the student and the issue resolved as soon as possible. If alternative footwear is agreed then it must still be plain black. The school may consider assisting with financial support when the cost of shoes/uniform is prohibitive to students. Further details can be found later in this policy

If a student is wearing non-uniform items, the following will happen:

- We will aim to resolve this issue by contacting parents. If we cannot contact parents, or a school spare is not accepted, the student will continue learning in isolation, including breaks and lunch until a parent can bring in correct uniform items.
- We always try to work closely with parents to resolve issues in partnership. However, if a student persistently breaks uniform code then repeated issues can result in a sanction
- The school behaviour system is applied within PE lessons, which require full and proper PE kit to be worn. In the event of a student bringing incorrect kit, a replacement will be offered to enable participation within the lesson

## **5.2 Where to purchase it**

We advise our parents that the vast majority of our uniform items can be purchased at high street or online suppliers, for example Asda or Tesco.

Uniform items which are compulsory and include the school emblem are available from three different suppliers. These can be found by following the links below:

- [Rawcliffes](#) – 0113 2494025
- [The Uniform Shop](#) – 0113 2351256
- [Pro-am kits](#) – White PE BTEC Sport/GCSE t-shirt

We are conscious that despite the school's efforts, the cost of uniform can for some parents be a cause of anxiety and stress. We support those families that require additional help by signposting to sources of secondhand uniform. Further details of this support can be found on the Temple Moor 'Swapshop' website. We actively encourage all of our families to donate unwanted items of uniform that can be used by other children:

### **Get Involved – Leeds School Uniform Exchange**

Additionally, when resources permit, we may support those families who are in receipt of Free School Meals or are in financial difficulties. Please note that this is related to demand and specific students will be prioritised (i.e. Free School Meal, Pupil Premium, Child Looked After).

## **6. Expectations for our school community**

### **6.1 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)

### **6.2 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 are also expected to contact the school, 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.

For disputes about the cost of the school uniform we will always try to:

- Resolve informally in discussion with the school, in the first instance
- Deal with in accordance with our school's complaints policy

The school will work closely with parents to arrive at a mutually acceptable outcome.

### **6.3 Procedures for Monitoring and Sanctions**

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply but will follow up with Senior Leaders if the situation doesn't improve. For example, the school may be able to offer a temporary replacement item, such as a tie or school shoes.

Pupils can expect to be challenged if they fall short of our high expectations. All staff monitor uniform with the support of Senior Leaders if required. Pupils at Temple Moor High School are ambassadors for themselves and for our school when they are in the school buildings and out in the community. Our uniform clearly identifies our students whilst on their journey to and from school, supporting our safeguarding arrangements. Students may be segregated or sent home for repeated uniform breaches, with parents/carers informed. Similarly, with PE kit; students must organise themselves and bring kit to school when required. They are expected to borrow this if they forget. Repeated failure to bring kit can also lead to further sanctions and parents/carers will be contacted

In cases where it is suspected that financial hardship has resulted in a pupil not complying with the uniform policy, staff will take a mindful and considerate approach to resolving the situation.

## **6.4 Governors**

The joint 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 and pupils
- 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 avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

## **6.5 Sixth Form Dress Code**

All students joining our Sixth Form will be expected to wear suitable smart casual dress. Sixth Form students enjoy the freedom of not wearing a set uniform but must wear smart clothing appropriate to a learning environment and set an example to the lower school. School dress is a visible signal that students are ready to learn and take their learning seriously

Expectations related to personal appearance in the main school (Yr7-11) are equally applied to Sixth Form students.

## **7. Monitoring arrangements**

This policy will be reviewed every two years by the school. After every review, it will be approved by the Joint Governing Board

## **8. Links to other policies**

This policy is linked to our:

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