



## Hele's School Uniform Policy

---

### 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 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 <sup>1</sup>
- Allow all pupils to have long hair (though we insist this to be tied back for Health & Safety reasons in PE, Technology and Science)
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with their child's Head of Year, who can answer questions about the policy and respond to any requests

### A common-sense approach to general appearance

The school applies a common-sense approach to general appearance. This allows us to achieve a balance in our approach to hairstyles, hair colours, piercings and application of make-up. 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.

Therefore, as a general guide, the following is recommended:

- Any make-up worn should be minimal and discrete.
- Piercings should be safe, subtle and discreet.
- Uniform should be worn appropriately and correctly without modification – for example skirts should be of a suitable length and belts should be discreet without large buckles or branding and shirts should be worn tucked in.
- Torn/ damaged items should be replaced as soon as possible.
- Items of clothing or appearance should not denote affiliation to any politically motivated group or denote extreme views and must not cause offense- this includes coats and jackets.

**The school will not be responsible for the loss/ damage and incurred costs of any prohibited or sanctioned items this includes jewellery, watches, wallets, mobile phones, electronic devices and designer items such**

---

<sup>1</sup> Defined as listed in this policy

as coats or bags. We do not recommend such items are brought into school and are only done so at the students own risk.

### 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 on the cost of school uniform.

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 '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 for example, by only asking that the school blazer and tie features the school logo.
- 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
- 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
- Families in receipt of the Pupil Premium will receive an annual allowance towards uniform costs

### 4. Expectations for school uniform

#### 4.1 Our School's Uniform

##### Girls Uniform

- Black blazer and school badge.
- Plain black v-neck jumper that shows the tie (optional).
- Compulsory black pleated skirt (to be ordered from Adelle please) or full-length black trousers of accepted design (not flared or denim, Lycra/stretchy, not leggings).
- White shirt with buttons to the neck.
- The regular gold and black school tie.
- Plain black polishable shoes with low heels. (Trainers/boots/pumps/canvas shoes are not permitted).
- Plain black tights or white socks.

- A plain outdoor coat.

### **Boys Uniform**

- Black blazer and school badge.
- Plain black v-neck jumper that shows the school tie (optional).
- Black trousers – (not flared, denim, Lycra/stretchy, not leggings).
- White shirt, that buttons to the neck.
- The regular gold and black school tie.
- Plain black polishable shoes. (Trainers/boots/black pumps and canvas shoes are not permitted).
- Plain black socks.
- A plain outdoor coat.

### **PE Kit**

#### **Girls (compulsory)**

- Polo shirt (black & amber with school badge)
- Plain black leggings OR shorts (black with PE logo)
- White ankle socks
- Trainers

#### **Boys (compulsory)**

- Polo shirt (black & amber with school badge)
- Shorts (either plain black and no logo or black shorts with the school logo)
- White ankle socks
- Trainers, boots and gum shield

#### **Optional**

- For girls and boys, shorts with the school logo
- For girls and boys, ¼ zipped top (black and amber with school badge)
- PLAIN BLACK TRACKSUIT BOTTOMS MAY BE ACCEPTED AT THE DISCRETION OF THE TEACHER IN COLD WEATHER

#### **4.2 Where to purchase it**

- If you have already pre-ordered uniform, you will be contacted to arrange collection.
- If you have not ordered your uniform, you can order from the school website or directly from our suppliers Adelle. For the school website, go to “parents” drop down list : “uniform”.
- Any uniform that has been ordered but not yet delivered will be delivered to Adelle whilst the school is shut over the holidays.
- **Any returns must go directly to Adelle and not to Hele’s School.**
- **If you have any queries regarding uniform orders, please email [castle@heles.plymouth.sch.uk](mailto:castle@heles.plymouth.sch.uk)**

#### **Additional Information**

- **JEWELLERY:** a single ring and a wristwatch may be worn and a single plain gold or silver stud in each ear. No jewellery to be worn in PE so consider the time of year for new ear piercings. Nose and tongue piercings are not permitted and plain retainers will be required.
- **MAKE-UP:** Years 7 – 9 may not wear make-up. Extremes of fashion, hair (colours) or dress are not permitted. False nails are not permitted for Health & Safety reasons.

- PHONES: are allowed in school, entirely at the student's own risk. They must be switched off throughout the school day (8.30 – 3pm, including both break times) and will be confiscated if used in school. Parents will be required to pick up the phone personally from Student Services for instances of repeat behaviour.
- MEDICINES: must be handed in to the school First Aider with written instructions.
- MP3/IPODS/GAMES CONSOLES: must not be brought into school

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

### **School uniform has a number of advantages:**

- It creates a sense of identity.
- It is business-like.
- It enables pupils to be easily identified.

The school is dependent on parental support to maintain the high standards established at Hele's.

### **5.1 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)

Parents are also expected to contact their child's Head of year 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 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 to arrive at a mutually acceptable outcome.

### 5.3 Staff

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 the Principal if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by stepped sanctions in accordance with our behaviour policy.

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. Families in receipt of the Pupil Premium allowance will be allocated part of this to fund uniform payments.

The Uniform Store in Plymouth offers free second-hand uniform – **93 New George Street**. The school keeps a limited stock of second hand uniform in reception as well. Please contact **Mrs Castle** in reception on **337193** for any information about the ordering & collection of uniform.

### 6. Monitoring arrangements

This policy will be reviewed annually by Mrs Crawford, Deputy Principal. At every review, it will be approved by the Hub Advisory Board.

### 7. Links to other policies

This policy is linked to our:

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