



## School Uniform Policy

Revision No.:	
Published Date:	1 September 2024
Date of Next Review:	1 September 2025
Statutory/non-statutory:	Statutory
Public/Internal:	Public
Applies to the following policies:	Behaviour, Equalities, Anti-bullying, Complaints and Safeguarding Policy
Date Adopted by Local Governing Board	17 July 2024
<p>Equalities Act 2010 this policy does not discriminate against any people based on their protected characteristics</p>	<p>Does the policy have any positive or negative implications for people with protected characteristics?</p> <p>Yes – Halo Code supports students with Afro-textured hair and students that want to wear headscarves or other items to reflect their religious beliefs.</p> <p>Are there any inequality implications on this policy. Yes – potential inequality with deciding what is religious or cultural.</p>
SLT Lead	Nikki Street

List of Changes to Policy

Version	Date	Page No	Details of Change
	06/2024	1	Changed date from November 2023 to July 2024
		4	<ul style="list-style-type: none"> <li>➤ Added in: Students must also have their lanyard on them.</li> <li>➤ Added in the following about old style jumpers and blazers:  <b>We no longer stock blazers and old-style jumpers.</b> If students wish to wear a blazer they can wear a hand me down from an older sibling or a grey blazer can be purchased (for example from the high street) and a Waingels badge can be purchased from school via <a href="#">ParentPay</a> to sew on. The blazer must be branded with a Waingels badge.</li> <li>➤ Changed short length from knee length to be at least mid-thigh length</li> <li>➤ Added in the following under trousers section:   We have a common approach and language for “dropped trousers (showing shorts or trousers underneath school trousers)”:   <b>Common language:</b> Could you please adjust your trousers so they fit with uniform requirements?   <ul style="list-style-type: none"> <li>➤ Added in the following under the skirt length section:   We have a common length, approach and language for skirt length:   <b>Common length:</b> Skirts should roughly be down to the length where your fingertips are when your hands are by your side – as a minimum. This would largely mean the skirt is at least at mid-thigh length.   <b>Common approach:</b> the student will be pulled aside and spoken with in private, so the student is less embarrassed. The staff member speaking to the student will follow a script (common language) on what to say, to make sure everyone is getting equal treatment   <b>Common language:</b> Could you please adjust your length of skirt so it fits with uniform requirements?</li> </ul> </li> <li>➤ <b>Removed the following after the socks section:</b> – white socks are not permitted to be worn over tights. White socks can be worn without tights. And plain black socks may be worn over tights.</li> </ul>
		6	<ul style="list-style-type: none"> <li>➤ Updated PE kit section to reflect new kit (compulsory and non-compulsory) from September 2024 including link to school webpage with more information about uniform and frequently asked questions</li> <li>➤ Updated the supplier information to include PE kit can also be purchased from Stevensons. Removed the line “the school blazers are being phased out and are no longer available to purchase from the supplier” as been dealt with in the above section in this policy</li> </ul>

			<ul style="list-style-type: none"> <li>➤ Removed the old supplier information</li> </ul>
		7	<p>Removed all mention of Mis Street’s email and name and replaced with “and will escalate to more senior colleagues if required” where applicable</p> <ul style="list-style-type: none"> <li>➤ Updated Miss Street’s Job Title</li> </ul>
	07/2023		<p>4 Expectation for School Uniform</p> <ul style="list-style-type: none"> <li>➤ 4.1. Either a grey blazer with the school logo on the upper pocket or a grey school jumper with the school logo on. Students must wear either the school blazer or jumper at all times unless they are informed otherwise. Students must have the school blazer or jumper with them at school at all times.</li> <li>➤ Plain black or white socks may be worn. Plain black socks may be worn over tights – white socks are not permitted to be worn over tights. White socks can be worn without tights.</li> <li>➤ Nail polish should be of a natural colour and the wearing of false/acrylic/gel nails is not permitted for health and safety purposes.</li> </ul>
	07/2023	5	<p>The Halo Code</p> <ul style="list-style-type: none"> <li>➤ Hats, caps and Durags are not part of our school uniform policy unless they are worn for religious reasons.</li> </ul>
		6	<p>Our PE Kit consists of</p> <ul style="list-style-type: none"> <li>➤ Plastic studded footwear only (no blades, dimpled or flat soled shoes on the 3G- PE teachers will advise when these are needed)</li> </ul>
			<p>4.2 Where to purchase it:</p>
			<p>School jumpers can be purchased from Stevensons <a href="https://www.stevensons.co.uk/">https://www.stevensons.co.uk/</a> other items of school uniform can be purchased more widely e.g., from ‘high-street’ retailers. The school blazers are being phased out and are no longer available to purchase from the supplier.</p>
			<p>5. Expectations of the School Community</p> <p>5.1 Pupils- Pupils are also expected to contact their Head of Year or Nikki Street, <a href="mailto:strnst@waingels.wokingham.sch.uk">strnst@waingels.wokingham.sch.uk</a> if they want to request an amendment to the uniform policy</p> <p>in relation to their protected characteristics</p>
			<p>6. 5.3 Staff - Ongoing breaches of our uniform policy will be dealt with by Heads of Year and Nikki Street, <a href="mailto:strnst@waingels.wokingham.sch.uk">strnst@waingels.wokingham.sch.uk</a></p>



**Waingels College**  
**School Uniform Policy**  
**July 2024**

**Review terms**

This policy will be reviewed annually in July of each school year.

**Approved by:**

**Last reviewed on:**

**Next review due by:**

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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 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
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Nikki Street [strnst@waingels.wokingham.sch.uk](mailto:strnst@waingels.wokingham.sch.uk) who can answer questions about the policy and respond to any requests

## 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 blazer and the school jumper, 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

- 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 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

## 4. Expectations for school uniform

### 4.1 Our school's uniform

Our school uniform consists of:

- Either a grey blazer with the school logo on the upper pocket or a grey school jumper with the school logo on. Students must wear either the school blazer or jumper at all times unless they are informed otherwise. Students must have the school blazer or jumper with them at school at all times. Students must also have their lanyard on them. **We no longer stock blazers and old-style jumpers.** If students wish to wear a blazer they can wear a hand me down from an older sibling or a grey blazer can be purchased (for example from the high street) and a Waingels badge can be purchased from school via [ParentPay](#) to sew on. The blazer must be branded with a Waingels badge.
- Black, tailored trousers or shorts. Any form of skintight trouser, leggings, jeans, chinos or combat short cannot be worn. Shorts length must be at **least** mid-thigh length. We have a common approach and language for “dropped trousers (showing shorts or trousers underneath school trousers)”:

**Common language:** Could you please adjust your trousers so they fit with uniform requirements?

- Black, knee length skirts; pleated, straight, or A-line. Tight fitting and elastic tube skirts are not to be worn. We have a common length, approach and language for skirt length:

**Common length:** Skirts should roughly be down to the length where your fingertips are when your hands are by your side – as a minimum. This would largely mean the skirt is at least at mid-thigh length.

**Common approach:** the student will be asked to move aside and spoken with in private, so the student is less embarrassed. The staff member speaking to the student will follow a script (common language) on what to say, to make sure everyone is getting equal treatment

**Common language:** Could you please adjust your length of skirt so it fits with uniform requirements?

- Plain black tights may be worn with a skirt or shorts
- Plain black or white socks may be worn.

White formal shirt, blouse or polo top with a collar. Shirts should be tucked in at all times. (These should not have any logo or markings)

- Plain black flat shoes suitable for a formal working environment should be worn. Any form of trainer is not to be worn. At Waingels we consider a trainer to be a sports shoe of any colour, that has a cushioned sole and is made of non-polishable material. Logos should not be visible.
- A sensible coat in cold and wet weather should be worn by students so that inclement weather does not affect learning. Hoodies are not acceptable and should not be worn at any time.
- Jewellery – Can be worn at the student's own risk, we cannot take responsibility any items that students choose to wear. Any jewellery worn should be practical for a school environment and jewellery must be removed for practical lessons or health and safety purposes.
- A student's hair style and makeup should be suitable for a formal working environment.
- Nail polish should be of a natural colour and the wearing of false/acrylic/gel nails is not permitted for health and safety purposes.
  - Sixth form students should follow the dress code guidelines as set out in the Sixth Form Guide which asks that students be 'Office Smart'. Students who do not follow the sixth form dress code will be sent home to change.

### **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.

- Hats, caps and Durags are not part of our school uniform policy unless they are worn for religious reasons.



➤ **Our PE Kit consists of:**

- A Waingels polo shirt, containing the Waingels logo
- Waingels shorts, containing the Waingels logo
- Waingels blue socks for outdoor activities
- White socks, above ankle length for indoor activities
- A gum shield is required for Rugby and Hockey
- Appropriate trainers
- Plastic studded footwear only (no blades, dimpled or flat soled shoes on the 3G- PE teachers will advise when these are needed)
- The PE non-compulsory items consist of:
  - Waingels branded ¼ zip mid-layer
  - Waingels branded tapered tracksuit bottoms
  - Waingels branded leggings
- Frequently Asked Questions:
  - Do I have to purchase the branded non-compulsory PE kit items? No, plain navy unbranded joggers and sports tops can be worn in the colder months
  - Can my child wear a layer under their compulsory shorts/t-shirt for modesty reasons? o Yes, they can wear plain navy blue leggings/top under shorts/t-shirt for cultural/religious reasons

For more information regarding our school uniform and PE kit, please use the following pages of our website:

<https://www.waingels.wokingham.sch.uk/267/uniform>

## **4.2 Where to purchase it**

School jumpers and PE kit can be purchased from Stevensons <https://www.stevensons.co.uk/> other items of school uniform can be purchased more widely e.g. from 'high-street' retailers.

Our school offers second hand uniform sales throughout the year.

Should you feel that you need support financially with the cost of school uniform or replacement items, please contact our pupil support team on [pupilsupport@waingels.wokingham.sch.uk](mailto:pupilsupport@waingels.wokingham.sch.uk) who will consider each request on a case by case basis.

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

### **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)

Pupils are also expected to contact their 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:

- › 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 headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by Heads of Year initially and will escalate to more senior colleagues if required

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 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. Monitoring arrangements

This policy will be reviewed annually by the Deputy Headteacher– Behaviour & Attitudes. At every review, it will be approved by the full governing board/committee.

## 7. Links to other policies

This policy is linked to our:

- > Behaviour policy
- > Equality Policy
- > Anti-bullying policy
- > Complaints policy
  
- > Safeguarding policy

<b>Date of Updated Policy</b>	September 2024
<b>Author of Policy</b>	Lindsey Humber
<b>Ratified by Full Governors</b>	17 July 2024

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