



**The Telford Langley School**  
**ENSURING EXCELLENCE**

**Uniform Policy**

Approved: Spring 2023

# Uniform Policy

<b>Policy Name:</b>	Uniform Policy
<b>Policy Owner:</b>	Mr K Preece, Deputy Headteacher
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# 1. Introduction

## 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 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 a way that is appropriate for school and makes them feel most comfortable.
- Allow pupils to wear headscarves and/or other religious garments.
- Allow pupils 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 pupils or their parents to get in touch with Mr Preece (Deputy Headteacher), who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

## 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.
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties and blazers.
- Considering cheaper alternatives to school-branded items, such as logos that can be sewed 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 and bags.
- Keeping the number of optional branded items to a minimum.
- Avoiding different uniform requirements for different years.
- 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.

## **2. Purpose of the Policy**

### **Aims of our school uniform policy**

Our policy is based on the notion that school uniform:

- Promotes a sense of pride in the school in line with our ethos.
- Engenders a sense of community and belonging towards the school.
- Supports positive behaviour and discipline.
- Is practical and smart.
- Identifies the children with the school and encourages identity with the school.
- Makes children feel equal to their peers in terms of appearance and helps nurture.
- Cohesion between different groups of pupils.
- Is regarded as suitable wear for school and good value for money by most parents.

## 3. The Uniform

### Compulsory Uniform

- Black Blazer with school logo and trim
- Black Trousers or Skirt (not shorts, ¾ length trousers or miniskirts)
- White Shirt or Blouse (must be able to button up to the collar)
- School Tie House Specific (clip on only)
- Black Socks or Tights (not white or coloured socks)
- Black Shoes (No trainers or pumps – shoes need to be black leather type shoes)
- suitable for safety in school and provide a good level of protection in wet weather)

### Optional

- Plain tight knit black V neck or crew neck Jumper (only required from October half term until Easter, and these are not permitted to be worn without a blazer or instead of a blazer)
- Sew on badges are available from our uniform supplier.

### Compulsory P.E Kit

(All items listed here can only be bought direct from the school supplier - Baker & Sons, Wellington, Telford apart from track bottoms)

- School Shorts
- School Skort (girls have the option to wear either short or skort)
- School Socks
- School Polo shirt

### P.E Kit (Desirable)

- School Reversible Sport Shirt with the school logo
- Plain black tracksuit bottoms
- Children participating in football, hockey or rugby will also require a gum shield and shin pads.
- Black sports leggings
- Black ¾ zip sports top with the school logo.

To aid parents/carers with affordability of our school PE kit we have developed an alternate PE kit which can be accessed via the link below:

[Alternate PE Kit](#)

## Shoes

The following examples show what types of shoe styles are acceptable and suitable to be worn with school uniform. They should be entirely black and leather or a leather style in appearance. They should not have any logos or writing on them. Canvas shoes, high heels and boots are not permitted.

 	 
 	 
 	 
 	 

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## Trousers

Trousers should be smart in appearance. Hipsters, cargo style, skin-tight trousers and leggings are not permitted. They must not be denim or have any coloured external labelling.

 	 
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## Skirts

Skirts should be knee length and certainly no more than 5cm above the knee. They should be loose fitting and plain in design.

	
	
	

## 4. Parents & 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 Mr Preece, 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 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. 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 our school's 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.

## **6. The School Standards Committee**

The school's standards committee will review this policy and make sure that it:

- Is appropriate for our school's context.
- Is implemented fairly across the school.
- Considers 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.

## **7. Links to other School Policies and References**

This policy links to the following policies and procedures:

- Behaviour and anti-bullying policy
- Equality Policy
- Complaints policy