

School Uniform Policy

Version 1.0

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Next Review Date:	April 2025

Reviewer:	L. Coffill/H. Chamberlain
Governor Link:	Chair of People

SCHOOL UNIFORM POLICY

East Barnet School, Chestnut Grove, East Barnet, Herts EN4 8PU

A. Statement of Principle

Uniform is a particularly important part of being a student at East Barnet School. It should be worn correctly and with pride. All students are ambassadors for the school and the way in which the uniform is worn should reflect our high standards and positive expectations. Our school uniform creates a sense of community cohesion, formality, and professionalism. The uniform and rules about appearance are non-negotiable.

B. Aims

The policy aims to:

1. Set out our approach to acquiring a uniform that is at a reasonable cost and offers the best value for money for parents and carers
2. Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
3. Clarify our expectations for school uniform

C. East Barnet 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, East Barnet 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 (but no jewellery on display)
- Allow for reasonable adaptations to our policy on the grounds of equality.

D. Limiting the Cost of School Uniform

East Barnet 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 must 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 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 does not 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 leveller
- 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/ carers 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

E. East Barnet School Uniform

Key Stage 3 and 4

Students in key stages three and four should wear the following uniform:

- Blazer, black with the EBS badge
- Shirt, plain white and tucked in, buttons fastened
- Tie, official school tie, correctly fastened at an acceptable length*
- Trousers, black and plain, no jeans or leggings
- Maroon Kilt, 2 buckles on display
- Socks/Tights, plain, black
- Sweater, optional, plain black v-neck, no hoodies
- Shoes, Black, flat, rigid sole and low heel. Made of leather or similar. No boots, trainers, canvas or sports shoes.
- A coat, body warmer or fleece are permitted for outdoor wear.

*NB from September 2022 each new cohort will be asked to wear a tie.

Hairstyles:

No shaven or fashionably exaggerated hair styles

Jewellery

- One small stud per ear
- No hoops/dangling earrings
- No facial piercings
- A watch
- No other jewellery

Make up:

- No nail varnish/nail extensions
- No eyelash extensions
- No make up

PE KIT

- Polo Shirt, in house colour with EBS badge
- Shorts, Plain Navy
- Navy EBS tracksuit bottoms OR EBS leggings (both optional)
- Navy football socks OR plain white sports socks (not ankle socks)
- Navy Rugby Shirt OR Sweatshirt with EBS badge (Rugby shirt reversible with light blue stripe)

Students must wear a full kit in PE lessons and can choose between shorts/leggings/tracksuit bottoms. Students may be asked to purchase a gum shield if taking part in contact Rugby.

NB. From January 2023 we will be changing PE kit to a Navy polo shirt for all and a gender-neutral Navy tracksuit top (replacing the Rugby shirt and sweatshirt). This will help avoid different requirements for different houses. Plain white socks will replace the current navy football socks.

Key Stage 5

Post 16 students are student leaders in a school community. Their dress and appearance must therefore be appropriate to support and encourage the ethos of the school and the uniform and appearance policies in operation in Years 7 to 11. Post 16 students are not required to wear uniform but must dress appropriately for school in a casual but smart manner.

They should remember that:

1. Wearing hats indoors is not permitted.
2. Hooded clothing may only be worn with the hood up in extreme weather conditions and not in the building.
3. Inappropriate slogans must not be worn on clothing.
4. Jeans and trousers are to be smart and without rips or holes.

Where to purchase it

East Barnet School uniform can currently be purchased through Smith's Schoolwear either at :

Station Parade, 25 Cockfosters Road

or

155-157 Lancaster Road, Enfield.

Branded items include: Ties, skirts and the school badge for the blazer. Shirts, trousers, blazer and plain black jumpers can be purchased from high-street retailers

Second hand uniform can also be purchased through Smiths Schoolwear.

F. Expectations

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. This will be passed on to the line manager of that year group.

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 a member of the Senior Leadership Team 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.

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 Head of Year if the situation does not improve.

Ongoing breaches of our uniform policy will be dealt with by centralised detentions, or in more severe cases, Head Teachers detentions or the school's Internal Exclusion Centre.

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.

Governors

The governing body will review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across East Barnet School
- Considers the views of parents and pupils
- Offers a uniform that is appropriate, practical, and safe for all pupils

The Governing Body will work alongside the School Business Lead to ensure 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.

G. Monitoring Arrangements

This policy will be reviewed annually by the Senior Leadership Team and at every review, it will be approved by the People Committee

H. Links to Other Policies

This policy is linked to our:

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