



Reading Girls' School
Succeeding Together

Name of Policy	Uniform Policy
Scope of Policy	Uniform for all Pupils at Reading Girls' School
Approved by	Principal
Date of Approval	October 2023
Review period	Annually
Review Date	September 2024

GROWING STRONGER TOGETHER



**THAMES LEARNING
TRUST**

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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 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 request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- › 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 Ms Shephard, Assistant Principal, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

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. We do not have a school blazer
- Limiting items with distinctive characteristics to low-cost and/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 leveller
- 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

JUMPER*	Navy blue, V-neck jumper, embroidered with school badge
SKIRT*	Knife-pleated, navy-blue knee-length skirt
TROUSERS*	Navy blue traditional, loose-fitting formal trousers (<i>no additional zips/trimmings, jeans, low-waist, tight or skinny trousers</i>)
BLOUSE	White, revere collar blouse , short or long sleeve
SOCKS/TIGHTS	Plain black or navy blue (<i>not patterned</i>). Socks must be worn below the knee
OVERCOAT	Dark colours such as plain black or navy blue (<i>no logos, hoodies, leather or denim to be worn</i>)
SHOES	Flat, plain black leather shoes which can be polished (no plimsolls, boots, hybrid shoes/trainers or trainers permitted). Shoes must be worn with the school skirt. Boots can only be worn with trousers

Permitted jewellery

- One pair of small, plain stud earrings and a plain watch
- No facial piercings, retainers, nose studs or ear stretchers
- **Non-permitted jewellery will be confiscated.**

Hair and Make-up

- No shaven or extreme hairstyles - **only natural coloured hair** will be allowed and **any braids must be the same as your natural hair colour**
- Hair bands must be navy blue
- No painted or false nails allowed
- **Make-up not permitted in Key Stage 3 (Years 7-9)**
- **Make-up in Key Stage 4 (Years 10-11) must be light and discreet**

General

- The niqab is not to be worn in school
- If students wish to wear a religious headscarf, it must be plain navy blue
- If students wear a salwar kameez, it should be plain navy blue and worn under the regulation school skirt, blouse and jumper
- Mobile phones/ electronic devices are not to be used on the school site at any time. If seen or heard they will be confiscated.

SPORTS CLOTHING

Required kit:

- *1 pair of navy blue school tracksuit bottoms
- *1 blue "BUKTA" type blouse - short sleeved "V" neck with collar
- 1 pair of white trainers (non-marking soles) and white sports socks
- Hairband unless hair is short
- Water bottle

Optional extras

- 1 tracksuit – Navy blue
- 1 pair of navy PE shorts

EQUIPMENT

- Pens, pencils, ruler (marked in inches and centimetres), eraser, coloured pencils or fibre tipped pens, protractor, set square, pair of compasses, Casio Scientific calculator and a dictionary.

4.2 Where to purchase it

All items marked with * are purchase through our school suppliers Stevenson's, 12-14 Market Place, Reading, RG1 2EG Tel. 0118 9596462 or online at <http://stevensons.co.uk/ReadingGirlsSchoolReading>. Non-branded items can be purchased from any high street retailer.

Support for providing second hand uniform may be available via this link: <https://rva.org.uk/article/help-with-school-uniforms/>

Alternatively, should any family struggle to provide the uniform, please contact your child's Pastoral Leader and the school will aim to support you.

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 Ms Shephard, Assistant Principal 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 also expected to contact Ms Shephard, Assistant Principal 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.

5.3 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 in line with the 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.

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 Ms Shephard (Assistant Principal). At every review, it will be approved by the Principal.

7. Links to other policies

This policy is linked to our:

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