
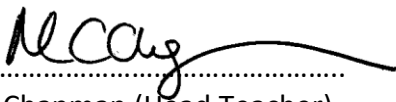
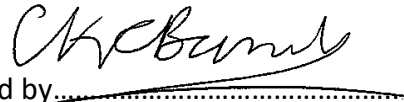


ST ALBANS GIRLS' SCHOOL

	UNIFORM POLICY	
	GB sub-committee: Personnel and Student Wellbeing	
	Co-ordinator: Miss T Lambert	
	Last Reviewed: Spring 2023	Next Review: Spring 2024

Signed by 
Margaret Chapman (Head Teacher)

Signed by 
Claire Barnard (Chair of Governors)

1	RATIONALE
	<p>A uniform binds us together as a community and allows us all to relate to one another on a similar level. It provides guidelines for suitable dress in a learning environment. Students at STAGS are proud to wear the uniform that represents their school and visitors often comment on how well our students are presented.</p> <p>Through our uniform policy and dress codes we aim to:</p> <ul style="list-style-type: none"> • encourage pride in the school • encourage a sense of equality and cohesion • protect students from social pressures to dress in a particular way • ensure that students of different social, religious and ethnic groups feel welcome • support teaching and learning • provide a safe and secure environment in which students learn how to dress appropriately. In these ways, the uniform and dress codes support the overall aims of the school <p>This policy applies to Uniform worn by Year 7-11 and Post 16 dress code. This policy has been formulated within the guidelines of ensuring compliance with a schools obligations under the Human Rights Act 1998 and the Equality Act 2010.</p> <p>Due consideration has been paid to the Department of Education statutory guidance on providing multiple and affordable uniform options, found here Education (Guidance about Costs of School Uniforms) Act 2021.</p>
2	AIMS
	<p>A high standard of personal appearance is expected of, and from, all students. This policy aims to:</p> <ul style="list-style-type: none"> • Clearly outline the dress expected of all students if they chose to attend St Albans Girls' school • Provide guidance for the purchasing of uniform • Set out an approach to requiring a uniform that is of reasonable cost and offers the best value for money • Set out ways that support can be put in place to ensure that financial hardship is never a barrier to a student attending STAGS • Outline the consequences for students who choose not to adhere to the uniform code
3	PROCEDURES
	<p>The following protected characteristics have been considered when formulating this uniform code:</p> <ul style="list-style-type: none"> • sex • religion or belief • race (including colour, nationality, ethnic or national origin)

- disability
- gender reassignment
- pregnancy

To avoid discrimination, our school will:

- Avoid listing uniform items based on sex, to give all students 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 students
- Allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious or gender identity reasons
- Consider requests to wear religious items in line with paragraph 3.5 of the school uniform policy – noting such requests will only be accepted in exceptional circumstances where the requirements of the Equalities Act 2010 are met.

The STAGS Uniform Code is as follows:

- All uniform must be worn correctly and as the manufacturer intended. No adaptations/additions can be made
- All uniform items marked with an asterisk (*) **must** be from Stevensons or Beat School Uniforms. These can be purchased new or alternatively, the PTA hold regular nearly new uniform sales at school
- All uniform items must be clearly and permanently named

3.1 **Year 7-11**

Compulsory items

- **STAGS navy blue blazer*** - must be worn at all times
- **STAGS navy blue knee length pleated skirt* or STAGS navy blue trousers***
- **STAGS light blue shirt*** - with house coloured 'stag' on collar, long or short sleeved
- **STAGS navy blue jumper*** - can be removed in warmer weather
- **Shoes** - plain black, leather style, sturdy, low-heeled (trainers, canvas shoes or boots are not permitted)
- **Tights** - plain navy, black **or Ankle socks** - plain navy, black or white worn over the ankle (no sports socks)
- **School bag** - plain and suitable for carrying school books

Non-compulsory items

- **Outdoor coat** - plain, waterproof and suitable for school (hoodies/sweatshirts are not permitted)
- **Hijab** - navy blue or black, secured, consistently worn. Full face head veils (Niqab) are not permitted.

3.2 **Year 7-11 Physical Education (PE) Kit**

Compulsory items

- **STAGS PE fitted polo shirt***
- **STAGS PE shorts* and/or STAGS PE leggings***
- **STAGS PE tracksuit bottoms***
- **STAGS PE hoodie* and/or STAGS PE jacket***
- **STAGS PE knee high sports socks*** (football, rugby and hockey)
- **White ankle socks** (rounders, netball and athletics)
- **Sports trainers** - non-marking soles
- **Football boots** - non-metal studs
- **One-piece swimming costume**
- **Swimming hat** - non-swimmers white, swimmers any other coloured hat
- **PE kit bag** - STAGS branded PE bag is available but is not compulsory
- **Gum shield**
- **Shin pads**

	<p>Non-compulsory items</p> <ul style="list-style-type: none"> • One-piece sports hijab - plain navy blue or black • STAGS PE skort* 													
3.3	<p>Jewellery, Make-up and Nails</p> <ul style="list-style-type: none"> • No jewellery is permitted except for; a watch, one pair of small plain silver or gold studs in the lower lobe • All other ear, facial, tongue or body jewellery, including clear retainer studs are not permitted • Make-up, tattoos, self/fake-tan, false eyelashes/eyelash extensions, nail varnish, false nails, gels, acrylics, eyebrow slits are not permitted • All piercings must be removed during all practical PE lessons for health and safety reasons. Putting tape over piercings is not an option as it does not negate risk. Any student wishing to pierce their ears for the first time must do so at the start of the six-week summer holiday to allow time for lobes to heal. 													
3.4	<p>Hair Styles</p> <ul style="list-style-type: none"> • Hair must be a natural hair colour (e.g. black, brown, blonde, natural redhead) • Hair should not be shorter than a <i>grade 2</i> • No hair accessories are permitted except for; a headband, hair bands/elastics, hair clips, beads (maximum one per braid), any of which must be plain, unpatterned, silver, navy blue, white or black only. • Hair must be tied back for practical subjects (PE, Science, DT), and wrapped if hair contains beads 													
3.5	<p>Religious Items</p> <p>Where a request is made to wear a religious item which is not compliant with the school uniform policy and it can be reasonably demonstrated that the wearing of the item is of <u>exceptional</u> importance to that person's religious belief then such requests shall be considered by the School on a case by case basis and on balance with any applicable safeguarding, health and safety or other requirements of the school.</p>													
3.6	<p>Post 16 Dress Code</p> <p>Our sixth formers are role models for the whole student community. This dress code indicates the standard of dress expected of Post 16 students.</p> <table border="1"> <thead> <tr> <th>Expectations</th> <th>Guidance & Restrictions</th> </tr> </thead> <tbody> <tr> <td>Dress, skirt or full length trousers</td> <td> <ul style="list-style-type: none"> • All clothing must be clean and in good repair (not ripped) • Leggings can be worn if they are black and worn under a skirt of an appropriate length • Shorts are not permitted • Blue denim is not permitted as part of any clothing item </td> </tr> <tr> <td>Top with sleeves</td> <td> <ul style="list-style-type: none"> • Sleeves may be short or long. • 'Strappy' or cropped tops are not permitted • Sweatshirts or hooded tops should not have an obvious/sensitive logo </td> </tr> <tr> <td>Smart shoes, sandals or boots</td> <td> <ul style="list-style-type: none"> • Flip flops/ sandals should have a strap at back for safety reasons • Any trainer style shoe should be smart and black or white </td> </tr> <tr> <td>Tailored jacket</td> <td> <ul style="list-style-type: none"> • Optional, not denim </td> </tr> </tbody> </table> <p>Formal occasions (when Post 16 students represent the school)</p> <table border="1"> <thead> <tr> <th>Expectations</th> </tr> </thead> <tbody> <tr> <td>1. BLACK skirt of reasonable length or BLACK full length smart trousers</td> </tr> <tr> <td>2. BLACK or WHITE top with sleeves</td> </tr> </tbody> </table>	Expectations	Guidance & Restrictions	Dress, skirt or full length trousers	<ul style="list-style-type: none"> • All clothing must be clean and in good repair (not ripped) • Leggings can be worn if they are black and worn under a skirt of an appropriate length • Shorts are not permitted • Blue denim is not permitted as part of any clothing item 	Top with sleeves	<ul style="list-style-type: none"> • Sleeves may be short or long. • 'Strappy' or cropped tops are not permitted • Sweatshirts or hooded tops should not have an obvious/sensitive logo 	Smart shoes, sandals or boots	<ul style="list-style-type: none"> • Flip flops/ sandals should have a strap at back for safety reasons • Any trainer style shoe should be smart and black or white 	Tailored jacket	<ul style="list-style-type: none"> • Optional, not denim 	Expectations	1. BLACK skirt of reasonable length or BLACK full length smart trousers	2. BLACK or WHITE top with sleeves
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<p>3.7</p>	<p>Inclusivity and Cost of uniform</p> <ul style="list-style-type: none"> • We want to ensure that the cost of uniform does not deter any student from applying to the school, nor leads to students feeling socially excluded or unable to afford other necessities. • Due consideration has been paid to the Department of Education statutory guidance Education (Guidance about Costs of School Uniforms) Act 2021, and the uniform is as affordable as possible. • 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. As such these items are as limited as possible. • The policy provides multiple options for uniform retailers. • If there is any family who would like assistance with basic uniform items, please contact the Director of Learning. Such approaches will be handled with discretion and sensitivity. • The PTA holds regular nearly new uniform sales, selling items at significantly reduced cost. 		
<p>3.8</p>	<p>Responsibilities for the Uniform / Post 16 Dress Code</p> <p>Parents/Carers</p> <ul style="list-style-type: none"> • It is the responsibility of parents to ensure that their child comes to school in the correct uniform. • It is the responsibility of parents to ensure that all items are correctly fitting, in good condition/repair. • It is the responsibility of the parent/carer to replace any outgrown, lost or damaged items <p>School Staff</p> <ul style="list-style-type: none"> • All staff are responsible for monitoring uniform/dress code; all staff have a responsibility for ensuring that students are correctly dressed in lessons and elsewhere on the school site. • A student wearing non-uniform/inappropriate clothing will be asked to rectify it immediately and may be issued with a C2/3/4 consequence in line with the school's Behaviour Policy. If a student fails to remove an item/rectify the infringement, this will be considered defiance and sanctions implemented in line with the school's Behaviour policy. • In the case of jewellery and other accessories, the student will be asked to remove the item, which may be confiscated. If a student fails to remove an item, this will be considered defiance and sanctions implemented in line with the school's Behaviour policy. 		

	<ul style="list-style-type: none"> • In the event of repeated uniform/dress code infringements parents will be contacted and the student will risk being internally withdrawn from lessons (C5) or other sanctions being applied, according to the school’s Behaviour Policy. • Post 16 students who fail to adhere to the Dress Code may be sent home to change. • The uniform policy and dress code apply to students travelling to and from school and taking part in school-related activities within and beyond timetabled lessons, on and off the school site, for example during educational visits, unless otherwise stated. • Issues arising from the policy - parents should raise any issues relating to school uniform, Post 16 Dress Code or other aspects of appearance with the Head Teacher. • Requests to vary the uniform requirements for particular reasons such as medical needs will be carefully considered but it may not always be possible to accommodate due to health and safety, security or the maintenance of good order within the school. In accordance with the DfE Guidance on School Uniform (Nov 2019) School uniforms - GOV.UK (www.gov.uk) ‘Pupils have the right to manifest a religion or belief, but not necessarily at all times, places or in a particular manner. Where a school has good reason for restricting an individual’s freedoms, for example, the promotion of cohesion and good order in the school, or genuine health and safety or security considerations, the restriction of an individual’s rights to manifest their religion or belief may be justified’. • Students should raise issues with their Form Tutor/Director of Learning. They may also request that uniform matters, including proposals for change, be put on to the agenda of Student Parliament meetings. • The Head Teacher is the final arbiter in all matters of uniform and dress. <p>Governors</p> <ul style="list-style-type: none"> • 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.
4	MONITORING AND REVIEW
	<ul style="list-style-type: none"> • This policy will be reviewed annually • Annual meetings are held with Stevenson’s and there are annual reviews to cost of items and necessity- there are planned adaptations for September 2024 • Changes in hair fashions may require staff to apply their judgement to ensure appearances are acceptable and reasonable. • This uniform code may be adapted as and when necessary at the discretion of the Head Teacher. • This policy is linked to our: <ul style="list-style-type: none"> Behaviour Policy Equalities Policy Anti-bullying Policy