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## 1. Scope

The scope of this policy is to:

1. Set out our rationale for requiring a school uniform.
2. Set out our approach to a school uniform that is of reasonable cost and offers the best value.
3. Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010.
4. Set out what our school uniform is and our expectations for how it is to be worn.
5. Set out our expectations of stakeholders with regard to uniform.

## 2. Rationale

Having a school uniform enables every child to attend school in an equal and fair way. By maintaining this expectation, we ensure that appearance does not advantage or disadvantage any child based on fashion choice, socio-economic wealth or body shape or size. We strongly believe this basic equality is a fundamental right of children in education and that this is vital to a caring and safe learning environment.

Uniform standards are high at Thomas Keble School. Our uniform code is inclusive, smart and de-gendered as we see no constructive or sensible reason why girls and boys should wear different clothes. Parents are expected to ensure that students arrive at school in correct uniform. The goal of our uniform policy is for students to feel comfortable and able to fully participate in school life.

### 3. Approach

We have a duty to make sure the uniform we require is affordable, in line with statutory [guidance](#) from the Department for Education. We understand that items with distinctive characteristics (such as branded items, or items required to have a school logo or a unique fabric, colour or design) cannot be purchased from a wide range of retailers. Requiring many such items will limit parents' ability to shop around for the lowest price. We are also mindful of the quality of school uniform, ensuring it will be durable and last, and the benefits of working with local suppliers who can hold year-round stock and support with specific fitting requirements.

We will make sure our uniform:

- Is available at a reasonable cost,
- Provides the best value for money for parents and carers.

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary.
- Limiting 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 doesn't compromise quality, durability or availability from stock.
- Avoiding specific requirements for items such as coats, bags and shoes.
- Keeping the number of optional branded items to a minimum.
- Avoiding different uniform requirements for different year groups.
- Avoiding different uniform requirements for extra-curricular activities.
- Considering alternative methods for signaling differences in groups for interschool competitions.
- Making sure arrangements are in place for parents to acquire second-hand uniform items.
- Avoiding frequent changes to uniform specifications to minimise financial impact on parents.
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

### 4. Our legal duties under the Equality Act 2010

- The [Equality Act 2010](#) prohibits discrimination against an individual based on protected characteristics, which include sex, race, religion or belief, and gender reassignment.
- To avoid discrimination, we 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.

- Ensure our approach to uniform does not confirm or increase, stereotypes about girls/boys, about religion/ belief or about gender expression.
- Make sure 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 manner 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 the Assistant Headteacher (Ethos and Behaviour), who can answer questions about the policy and respond to any requests.

## 5. Expectations for school uniform

### 5.1 Thomas Keble School Uniform (For Year 7 students from September 2023)

- Thomas Keble school blazer with the Thomas Keble logo, purchased from our approved supplier;
- Plain white long-sleeved or short-sleeved collared shirt;
- Herring-grey/charcoal trousers OR Herring grey/ charcoal knee length skirt;
- Optional Royal Blue Thomas Keble branded jumper from our approved supplier;
- Optional herring grey/ charcoal shorts;
- Plain black shoes or boots without a logo. Trainers and soft canvas 'daps' are not permitted;
- Plain and un-ripped black or grey tights;
- Socks should be plain black, grey or white and suitable for school;
- No jeggings, skinny fashion trousers or skirts or Lycra/Jersey trousers.
- No denim or cord material.

### 5.2 Thomas Keble Legacy School Uniform (For students enrolled prior to September 2023)

#### Boys:

- Royal V neck jumper with TK logo (compulsory);
- White polo shirt with TK logo or plain white long-sleeved collared shirt (compulsory);
- Harrow grey / charcoal tailored sturdy fit or flat front trousers (compulsory);
- Harrow grey / charcoal tailored knee-length shorts (optional Term 6 only);
- The Thomas Keble jumper is optional in Terms 1, 5 & 6.

### Girls:

- Royal V-neck jumper with TK logo (compulsory);
- White polo shirt with TK logo OR white short sleeve, long sleeve or ¾ sleeve rever collar blouse with TK logo OR plain white long-sleeved collared shirt (one option compulsory);
- Harrow grey two pocket skirt with or without TK logo OR Harrow grey bootleg trouser. Please note skirts need to be knee-length or longer (compulsory);
- Harrow grey / charcoal tailored knee-length shorts (optional Term 6 only);
- The Thomas Keble jumper is optional in Terms 1, 5 & 6;
- Plain and un-ripped black or grey tights;
- Socks should be plain black, grey or white and suitable for school.

### 5.3 Thomas Keble PE Uniform

- Thomas Keble royal blue and gold reversable Rugby Shirt;
- Thomas Keble royal blue and gold polo shirt;
- Royal Blue sports shorts or Thomas Keble 'skort';
- Royal Blue knee-length sports socks (outdoors winter sports);
- White sports socks (indoor summer sports);
- Appropriate footwear (not designer footwear which is neither practical nor acceptable / non-marking);
- Football boots;
- Towel.

### 5.4 Other uniform requirements

For Health & Safety reasons:

- Footwear must be low-heeled and low-soled.
- Footwear must be of a conventional style and manufacture.
- Cartilage piercings are not permitted, including transparent or non-metallic piercings.

The wearing of jewellery:

- Students may wear one pair of small studs, one in each earlobe;
- Piercings in any other part of the body are not permitted;
- Students wear one simple ring;
- Students may choose to wear a single simple necklace inside of their shirt;
- Students may wear one single, simple bracelet;

- KS3 girls are not permitted to wear make-up. In KS4, make-up should be subtle and natural;
- Nail varnish is not permitted and students will be directed to remove it if worn;
- False eyelashes and false or acrylic nails are not permitted and students will be directed to remove these if worn;
- Hair should be of a natural colour and conventional style;
- Hair accessories should be plain and subtle.

### 5.5 Where to purchase uniform

Our preferred supplier is Batemans, contact details:

- 2 Kendrick Street, Stroud, Gloucestershire s GL5 1AB.
- Telephone 01453 764320.
- Email: [sales@batemanssports.co.uk](mailto:sales@batemanssports.co.uk)
- Website: [www.batemanssports.co.uk](http://www.batemanssports.co.uk)

### 5.6 Second hand uniform

Second Hand uniform is managed by the PTA (Parent Teacher Association). To contact the PTA regarding second hand uniform, please email [tkpta@thomaskeble.gloucs.sch.uk](mailto:tkpta@thomaskeble.gloucs.sch.uk) for further information.

## 6 Expectations for our school community

### 6.1 Pupils

Pupils are expected to wear the correct uniform at all times (other than 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 the Assistant Headteacher (Behaviour and Ethos) if they want to request an amendment to the uniform policy in relation to their protected characteristics.

### 6.2 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 the Assistant Headteacher (Behaviour and Ethos) 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 the school's complaints policy.

The school will work closely with parents to arrive at a mutually acceptable outcome. However, The Headteacher's ruling on matters regarding uniform is final.

### 6.3 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 in line with the school behaviour policy if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the school's behaviour policy.

In cases where it is suspected that financial hardship has resulted in a pupil not complying with this uniform policy, the school will be proactive in supporting families to resolve the situation.

### 6.4 Trustees

The Trustees 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 Trustees 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.

## 7. Monitoring arrangements

This policy will be reviewed every 3 years by SMT, and at every review, it will be approved by the Trustees.

## 8. Links to other policies

This policy is linked to our:

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