



School Uniform Policy

Elthorne Park High School

Adoption – February 2022
Review frequency - three yearly
Next review – February 2025
Status – Non-statutory
Committee – Curriculum

Contents

Contents	Page Number
Principles	
1. Principles	3
2. School uniform costs	4
3. Second hand school uniform	4
4. Financial support for school uniform	5
5. Our school uniform shop	5
6. School uniform orders, delivery and collection	5
7. School uniform	5
8. Physical education uniform	7
9. Other school uniform requirements (Jewellery, make-up, hair and presentation)	8
10. Items of religious significance	9
11. Equality and Human rights	9
12. Non-compliance with school uniform policy	10
13. Financial hardship and medical concerns	10
14. Sixth form dress code	10
15. Complaints about school uniform	11

Summary

This policy outlines the school's uniform policy taking into account statutory and non statutory guidance from the Department for Education. (November 2021)

1. Principles

The Importance of School Uniform

The school's mission statement is 'Achieving excellence in a learning community.' At Elthorne Park High school we believe that school uniform is important as it establishes a common identity for students in the school, overriding social and cultural differences which would otherwise separate them.

One of our key values is being 'prepared' for education and we firmly believe that wearing school uniform each day helps students to prepare for and engage with our curriculum each day.

We believe that school uniform plays an important role in

- Promoting the ethos of the school
- Providing a sense of belonging and identity - building a positive team spirit
- Setting an appropriate tone for education.
- Promoting high aspirations, including high standards of achievement and behaviour.
- Accessing the curriculum as it is practical, safe and comfortable; suitable for our students to wear when accessing the curriculum.
- It promotes clear student identification and safety at school.

We are committed to ensure that our uniform is inclusive at all levels – socially, culturally and religiously. Our school uniform creates a common identity amongst all pupils, regardless of background, and acts as a social leveller. It also helps to reduce anxiety, bullying and peer pressure that may arise from having to decide what to wear each day and compete for the latest fashions.

We regularly review our school uniform to ensure that it is cost effective and value for money. We also want to ensure that our uniform is durable and sourced from environmentally sound suppliers.

Considerations When Developing our School Uniform

When developing our school uniform the following were considered:

- cost of uniform ensuring it is affordable and value for money
- how our uniform can create a shared identity and common sense of purpose
- practically for classroom lessons or for sport
- obligations under the Equality Act 2010

- safeguarding and health and safety considerations
- the wishes of parents and pupils.

2. School Uniform Costs

The governing body regularly reviews our school uniform, to ensure that it is affordable and value for money.

We have tried to keep costs to a minimum by:

- Limiting the number of compulsory branded items
- Ensuring that our uniform supplier provides uniform items that are value for money and of decent quality and durability.
- Regular review of our suppliers, retendering at least every 5 years.
- Engaging students and parents to get their views on our school uniform.
- Compliance with DfE guidance on school uniform - November 2021 - compliance required by summer 2023.
- Avoiding frequent changes to our school uniform and demonstrating how any change made is value for money.
- Optional branded items will be kept to a minimum

Overall costs of our school uniform

The maximum cost (smaller sizes may be cheaper) of key compulsory items of uniform sold at our school uniform shop.

Compulsory School Uniform Items

Uniform Item	Cost
Jumper with logo	£27
Shirt with logo	£11

Compulsory PE Uniform Items prices tbc following uniform sourcing 2022

Uniform Item	Cost
PE 'T' shirt	£8.25
Shorts	£7
Socks - knee length burgundy	£5.50

3. Second Hand School Uniform

We encourage students and parents to donate unwanted school uniform items to our school uniform shop. These can be purchased at a reasonable price from our school uniform shop.

4. Financial Support for School Uniform

Requests for financial support for items of school uniform will be considered by the school on a case by case basis, for pupil premium students. Should you require support please discuss in the first instance with your child's Year Leader.

5. School Uniform shop & Opening times

The school uniform shop is situated in the main car park. The school shop opening times are on Saturdays between 11.00 and 12.00am.

There are some additional opening times throughout the year - these additional dates and times are shared with parents through the school newsletter and school website.

6. School uniform orders, delivery and collection

Please note that school uniforms cannot be purchased directly from the uniform shop in the car park. Uniforms must be pre-ordered by parents and then collected. Link to parentpay uniform order page:

<https://app.parentpay.com/ParentPayShop/Uniform/Default.aspx?shopid=9>

Items of school uniform can be purchased using the online school uniform shop order system which can be accessed through the parent section of the school website.

If orders are placed by Wednesday each week, these items can be collected from the school uniform shop on Saturday. Any orders placed on Thursday onwards will need to be collected the following Saturday.

If you have any school uniform purchase queries, please use the following communication channels:

- Email the school uniform@ephs.ealing.sch.uk
- Call school's finance office on 020 8566 1166 option 4

7. School Uniform

All students are required to wear the following items of school uniform throughout the school day and when travelling to and from school.

The following tables outline school requirements for students at Key Stages 3 and 4. Students attending our sixth form have a different school uniform policy.

- ***All items marked with an asterisk* can be purchased from the school uniform shop.***
- ***Unless listed as an optional item, all uniform items are compulsory.***
- ***Older items of uniform such as the old EPHS burgundy sweatshirt can no longer be worn to school.***

Uniform Item	Description	Guidance Note
Jumper*	Burgundy jumper with EPHS logo	Must be school issued

	stitched into jumper.	uniform item with EPHS logo.
Shirt*	White shirt with EPHS logo stitched into the collar.	Must be school issued uniform item with EPHS logo.
Trousers	Plain black tailored uniform style trousers only.	Jean style, corduroys, lycra or casual trousers with side pockets or rivets are not permitted.
Skirt	Plain black school uniform style skirt. Skirts should be knee length (on the knee) with no frills.	Jean style or corduroy skirts are not permitted.
Shorts	Plain black tailored uniform style shorts only (knee length). These may be worn in the summer term.	Sports shorts are not permitted. <i>This is an optional item of uniform.</i>
Socks or tights	Tights must be plain black or neutral in colour without patterns. Plain white or black socks only.	Students are not permitted to wear tights and socks together.
Shoes	Black, polishable shoes or ankle-high boots only. Please ensure that shoes have black laces.	Trainers, cross trainers, boots (apart from ankle length boots), high heels, platform shoes or open shoes are not permitted.
Outdoor coat/jacket	Coats must be waterproof, dark in colour and without logos. (unless an EPHS logo)	Coats must not be used as a substitute for the school jumper. Students must bring a warm and waterproof coat to school during poor weather.
Reversible fleece coat*	A reversible waterproof school fleece coat with EPHS logo can be purchased through the school uniform shop.	<i>This is an optional item of uniform.</i> Cotton hooded tops are not permitted in school.
School bag	Bags can be any colour (black preferred) and must be a minimum of A3 in size to provide sufficient space to protect books and equipment. Bags must be waterproof.	Cloth, string or small hand held hand bag style or shoulder strapped handbags are not permitted.

		Small logos are permitted on bags but graffiti or inappropriate logos are not permitted.
Hats, & headwear.	Hats must only be worn in winter during cold weather and only at break and lunch times.	Hats or hoods must not be worn in school buildings or when walking between lessons. Baseball caps are not permitted.
Head coverings	Head coverings such as turbans or hijabs (should not obscure the student's face) are an acceptable part of school uniform. They must be worn in one of the following school colours: white, black, burgundy or gold.	
Student ID cards and lanyards	Identification cards and lanyards are an essential item of school uniform that help staff to identify & keep students safe. These must be worn around the neck & visible throughout the school day. They should be removed for safe keeping as students leave the school gate at the end of the school day.	There is a charge for replacement cards and lanyards. Lost or broken cards/lanyards must be re-ordered at the main reception the following day. Replacement lanyards/cards must be paid for online using the Parentpay shop, using the uniform link on the school website.

- All uniform items must be labelled with your child's name.

8. PE School Uniform - Amended following governors meeting.

All items marked with an asterisk can be purchased from the school uniform shop.*

Uniform Item	Description	Guidance Note
T shirt*	T shirt white with school logo	Compulsory item
Shorts*	Black shorts	Compulsory item
Socks*	Knee length black PE socks or short black PE socks in summer.	Compulsory item
PE fleece*	Black and burgundy with the school logo.	Optional item

	Mid layer top with zipped neck	
Footwear	Trainers and outdoor studded boots required.	Compulsory items.
Skort	Black skort	Optional item. A skort may be worn instead of shorts.
Sports Leggings	Black sports leggings only.	Optional item.
Tracksuit bottoms	Black.	Optional item.
Other items	Towel and showering equipment	Recommended items.

Other Requirements for PE Lessons

- PE kit must be carried to school in a PE separate to your child's main school bag.
- All items of uniform must be clearly marked with the student's name.
- Long hair must be tied back in PE lessons.
- Jewellery, watches, money and other valuable items must be handed in to a member of staff in a labelled bag or wallet for safe keeping at the start of each PE lesson.

9. Other School Uniform Requirements

Jewellery

Earring and piercings	If ears are pierced, only one small stud earring is permitted in each earlobe. Stud earrings must only be plain silver or gold. Facial or body piercing is not permitted.
Chains	One small chain (for religious reasons) may be worn under a student's sweatshirt.
Rings and bracelets	One small ring only (with no raised bands) may be worn. Bracelets must not be worn to school.
Watches	Students are permitted and encouraged to wear a wristwatch. Computerised watches are not permitted to be worn in tests or examinations.
Other Accessories	Belts must be plain, black in colour, with a simple buckle. Other fashion accessories are not permitted.

Make-up, Hair and Presentation

Make-up & nails	Only discrete make-up is permitted to be worn by students in school. Coloured nail polish, nail decorations or nail extensions are not permitted.
Hair	Hair coloured in unnatural tones or with two more distinct tone colours is not permitted. Sensible hairstyles are expected in school. Shaven patterns and designs or Mohican style cuts are not permitted.
Presentation	All students are expected to be well presented during the school day and in full school uniform when travelling to and from school.

10. Items of religious significance

Head coverings such as turbans or hijabs (should not obscure the student's face) are an acceptable part of school uniform. They must however, be worn in one of the following school colours: white, black, burgundy or gold.

Students who wish to wear a longer skirt for religious reasons may obtain a regulation ankle-length skirt from school uniform suppliers.

One small chain (for religious reasons) may be worn under a student's sweatshirt.

11. Equality & Human rights

Elthorne Park High school's uniform policy is supportive of requirements set out under the Human Rights Act 1998 (it is here rather than in relation to equality law that most case law has been determined to date) as well as under equality law.

We have given careful consideration to our policy to ensure that it does not discriminate because of race, religion or belief, gender, disability, gender reassignment or sexual orientation. For example, the school will meet with parents to discuss and consider individual students & flexibility in relation to uniform to ensure we meet the needs of a pupil who is undergoing gender reassignment.

Should a student have any specific disability or medical condition that prevents them from wearing our school uniform, we ask that you contact your child's Year Leader so that we can discuss and support your child's needs.

12. Non-compliance with school uniform policy

If a student arrives at school out of uniform (one or more missing uniform item) in the first instance, the student will be issued a 'notification' (in line with school behaviour policy) and asked to address the uniform concern for the following school day.

Any further uniform concern in that term will lead to a L1 detention being issued by your child's tutor or subject teacher. For persistent non-compliance with school

uniform policy, sanctions may be escalated in line with the whole school behaviour policy. The same procedure is applied by PE staff for student non-compliance with PE uniform.

Year Leaders will communicate or meet with parents to try to support and address the area of uniform concern. Parents may be asked to bring missing items of uniform to the school reception to support resolution of the uniform concern.

Confiscation

Jewellery or valuable items (including mobile phones) that should not be present or used in school will be confiscated by the Year Leader and returned after communication with parents and completion of a sanction set by the teacher in line with school behaviour policy.

13. Financial hardship & Medical concerns

In cases of financial hardship or for specific medical reasons, we ask that parents notify the Year Leader so that a temporary 'out of uniform' permission slip can be provided and a meeting scheduled to provide support to address the uniform concern. This is a temporary measure.

If a student is unable to wear an item of school uniform due to financial hardship, we ask that parents contact the school to speak to your child's Year Leader.

The following support is available:

- A temporary 'out of uniform slip' for a temporary period of time - permission to be out of uniform until the item can be replaced.
- Use of spare uniform items that can be shared by the school.
- Direction to the school shop where supplies of new and second hand uniform items are available.
- Direction for support with financial assistance to replace the uniform item.

14. Sixth Form Dress Code

We expect sixth form students to dress appropriately for a working and professional environment.

Students must not wear:

- short skirts or shorts
- have exposed underwear
- 'spaghetti' or 'tank' tops – shoulders must be covered at all times
- bare midriffs
- hats, hoods-up or gloves when inside
- slogans on clothing which cause offence or embarrassment to others
- torn or frayed clothing

Final decision on suitability of clothing be at the discretion of EPHS staff and sixth form Year leaders. Students who do not meet the dress code expectations above will be asked to return home in order to change into more appropriate attire.

Sixth formers should consult with the Director of Sixth Form before wearing something about which they are unclear as to its suitability.

15. Complaints about school uniform

Complaints regarding school uniform can be made using the school's complaints policy. A link to this policy can be accessed on the school's website.