



ELTHORNE PARK  
— HIGH SCHOOL —

## **School Uniform Policy**

### **Elthorne Park High School**

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Committee – Curriculum

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## **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 '**Proud**' 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
- 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

## **3. Second Hand School Uniform**

We encourage students and parents to donate unwanted school uniform items to our school uniform shop. The school hosts a second hand 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**

We are very happy to be partnering with Juniper Uniform

(<https://www.juniperuniform.com/product-category/schools/elthorne-park-high-school/>)

based in West Ealing, and School Bells

(<https://www.schoolbellsuniforms.co.uk/secondary-schools/elthorne-park-high-school.html>) who are based in Hounslow.

## 6. School Uniform

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

- Older issue EPHS sweatshirts are not permitted to be worn at school.

### Compulsory uniform - All students are required to wear these items of uniform.

Uniform Item	Description	Guidance Note
<b>1. Jumper</b>	Burgundy jumper with EPHS logo stitched into jumper.	<i>In hot weather students are expected to have their jumpers in their bags</i>
<b>2. Shirt - Shirts must <u>tucked in</u> at all times</b>	White shirt with EPHS logo stitched into the collar.	
<b>3. Trousers - trousers should <u>sit on the waist</u></b>	Plain black tailored style trousers only	<i>Any other trousers are not permitted</i>  <i>In the Summer Term plain black tailored uniform style shorts (knee length) can replace trousers</i>
<b>3. Skirt</b>	A black skirt, 'A' line or pleated, that is near to the knee (please ensure that a <u>suitable length</u> skirt is purchased to allow for this and growth)	<i>Students who wish to wear a longer skirt for religious reasons may obtain a regulation ankle-length skirt.</i>
<b>4. Shoes</b>	Black, <u>polishable shoes</u> or ankle high boots only.	<i>Trainers, cross trainers, boots (apart from ankle length boots), high heels platform shoes or open shoes are not permitted</i>
<b>5. Student ID cards &amp; lanyards</b>	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.	<i>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.</i>  <i>Replacement lanyards/cards must be paid for online using the Parentpay shop, using the uniform link on the school website</i>
<b>Socks or tights</b>	Tights must be plain black or neutral grey in colour	

	without patterns.	
	Plain white or black socks only.	

Uniform Item	Description	Guidance Note
<b>Outdoor coat/jacket</b>	Coats must be waterproof, dark in colour and without logos. (unless an EPHS logo). Cannot be hooded style tops 'hoodies'	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.  Cotton hooded tops are not permitted in school.
<b>School bag</b>	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.
<b>Hats, &amp; headwear.</b>  <b>Head coverings</b>	Hats must only be worn in winter during cold weather and only at break and lunch times.  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.	Hats or hoods must not be worn in school buildings or when walking between lessons. Baseball caps are not permitted.

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

#### PE School Uniform

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

Please note the following two changes to PE uniform for new intake years from September 2023 onwards:

<b>Two compulsory items for students Joining the school from September 2023:</b>	
<b>Uniform Item</b>	<b>Replacing the following item:</b>
PE polo shirt with school logo Black and burgundy Compulsory item	PE T-shirt school logo - white
Midlayer PE top with school logo Black and burgundy Compulsory item	PE fleece - black and gold

Students who joined the school before September 2023, have the option of continuing with the white PE T-shirt with the logo and optional PE fleece-black up to September 2026. From this time onwards, all students are required to purchase the two compulsory items above. Alternatively, when replacing PE items, students may purchase the two new items listed above.

<b>Uniform Item</b>	<b>Description</b>	<b>Guidance Note</b>
<b>The following two PE items can be worn by students joined the school before September 2023:</b>		
<b>'T' shirt</b>	White with school logo	Compulsory item
<b>PE fleece</b>	Black and gold with the school logo. Warm layer top with zipped neck	Optional
<b>The following PE items must be worn by students in all year groups:</b>		
<b>Shorts</b>	Black shorts	Compulsory item
<b>Socks*</b>	Knee length black socks or white/black short PE socks.	Compulsory item
<b>PE fleece</b>	Black and gold with the school logo. Warm layer top with zipped neck	Optional

<b>Footwear</b>	Trainers and outdoor studded boots required.	Compulsory items.
<b>Skort</b>	Black skort	Optional item. A skort may be worn instead of shorts.
<b>Sports Leggings</b>	Black sports leggings only.	Optional item.
<b>Tracksuit bottoms</b>	Black.	Optional item.

#### 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.

#### 7. Other School Uniform

<b>Earring and piercings</b>	If ears are pierced, any earrings must be a small stud  <u>Facial or body piercing are not permitted.</u>
<b>Chains, Rings and bracelets</b>	One small chain or bracelet (for religious reasons only) may be worn under a student's sweatshirt. <u>All other jewellery is not permitted.</u>
<b>Watches</b>	Students are permitted and encouraged to wear a wristwatch. Wearable Smart Tech Devices (capable of sending or receiving messages) are not permitted
<b>Other Accessories</b>	Belts must be plain, black in colour, with a simple buckle. Other fashion accessories are not permitted.



## Make-up, Hair and Presentation

<b>Make-up &amp; nails</b>	Only discreet make-up is permitted to be worn by students in school. False eyelashes are not permitted. Coloured nail polish, nail decorations or nail extensions are not permitted.
<b>Hair</b>	Extreme hairstyles are not permitted (any questions on style/colour should be directed to Year and Key Stage Leader in advance) For health and safety hair should be tied back in PE, DT and during Science experiments
<b>Presentation</b>	All students are expected to be well presented during the school day and in full school uniform when travelling to and from school.

### 8. 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/bracelet (for religious reasons) may be worn under a student's jumper.

### 9. 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.

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.

### 10. Non-compliance with school uniform policy

If a student arrives at school out of uniform (one or more missing uniform item) they will receive a level 1 detention (in line with school behaviour policy) and asked to address the uniform concern for the following school day.

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 and returned after communication with parents and completion of a sanction set by the teacher in line with school behaviour policy.

### **11. 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 for support with financial assistance to replace the uniform item.

### **12. Sixth Form Dress Code**

We expect you to dress in a presentable manner, wearing items of clothing which are both suitable and sensible for a working/professional environment. Please ensure the clothes you wear to school adhere to the following criteria:

- Students should wear a lanyard at all times (it should not be in a pocket or bag).
- Skirts, shorts or dresses should be mid-thigh length or below.
- No strapless, backless or low-cut items of clothing should be worn.
- No exposed underwear.
- No hats, hoods-up or gloves worn inside.
- No coats should be worn in a learning environment, e.g, classrooms, study rooms, assembly halls, library
- No slogans or clothing should be worn which could cause offence or embarrassment to others.

- Top items of clothing and bottom items of clothing should meet.
- No torn or frayed clothing.
- Sensible footwear
- If taking part in physical activities, including sports and enrichment lessons, students must wear suitable clothing. All students must wear trainers and sportswear, such as sports leggings (heavy jogging bottoms are not permitted).

If you wear a jumper/cardigan to ensure that your outfit is compliant with dress code, it must remain on at all times.

### **13. 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.