



Woolwich Polytechnic  
School for Girls



# WOOLWICH POLYTECHNIC SCHOOL FOR GIRLS

## School Uniform Policy

Revised November 2023  
Approved December 2023  
Revision due: December 2024

## **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 sex, race, religion or belief, 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 the way that is appropriate for school yet makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons
- 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 School Business Manager at [info@woolwichpolygirls.co.uk](mailto:info@woolwichpolygirls.co.uk), who can answer questions about the policy and respond to any requests

## **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
- 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 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 leveler
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling 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

Students are expected to wear full school uniform at all times with no exceptions, this includes on their journey to and from school. If your daughter does not have correct uniform on, she may be sent home. If there is a legitimate reason that she does not have her full uniform, please contact the school via phone or provide her with a note to explain why she does not have it and when she will be provided with the item(s).

Hoodies, sports tops/jumpers, trainers and hats/bandanas are not permitted at any time and will be confiscated. The school will not be responsible for the replacement or reimbursement of any non-uniform items that may be lost or stolen,

Please ensure that ALL items are labelled with your daughter's name.

Compulsory items:

- **\*School Blazer \* Can be purchased via the manufacturer**
- **\*School tie \* Can be purchased via the manufacturer**
- White shirt/blouse (can be long or short sleeved)
- Black skirts that should be pleated and touch the top of the knee at a minimum. (\*Longer straight skirts for cultural or religious reasons are allowed.)

OR

- Black straight cut trousers (should be plain, straight legged, black trousers- no leggings, tracksuit bottoms or 'bodycon'/fitted style trousers are allowed)
- Black flat leather shoes (No trainers, canvas shoes, high heels, or shoes that resemble trainers will be permitted. Flat ankle boots are allowed)
- Plain opaque black tights or black ankle socks (No patterns or other colours)

- Plain black school bag, rucksack style (not a 'handbag', must be big enough to fit all schoolbooks in flat and a PE kit)

#### Seasonal

- A plain dark coat or jacket for outside wear

#### PE Kit:

#### Compulsory

- \*School PE top \* **Can be purchased via the manufacturer**
- Plain black football style shorts or plain black tracksuit bottoms
- Trainers

#### Optional items

- Black knitted V-neck jumper (to be worn under a blazer, not as an alternative)
- PE kit (including jumper, shorts and socks)
- Black/dark green hijab

Items with an \*asterisk, can only be purchased from Brigade school clothing until March 2024 and from March 2024 these can be purchased from SWI part of Banner Ltd - This can be accessed via the school website.

All hairbands and accessories (headbands, clips etc.) should be plain black or dark green. We do not allow students to wear false nails/eyelashes or nail varnish. We strongly discourage students from wearing make-up and therefore it should be subtle/unnoticeable if it is worn.

At PolyMAT, we recognise and celebrate our staff and students' identities. We are a community built on an ethos of equality and respect where hair texture and style have no bearing on anyone's ability to succeed. In doing so, we follow the Halo Code.

No jewellery is allowed in school at all except a wristwatch (not a smart watch) and a single pair of stud earrings to be worn in ear lobes (hoops, facial piercings and/or multiple sets of earrings are not allowed).

#### 4.2 Where to purchase it

All compulsory items can be purchased directly from the manufacturer via the link on the school website.

Woolwich Polytechnic School for Girls currently source their compulsory school uniform items from Brigade school clothing until March 2024 and from March 2024 these can be purchased from SWI part of Banner Ltd - This can be accessed via the school website.

Any non-compulsory items can be purchased from any other provider such as a high-street retailer.

The school ask for donations for secondhand uniform throughout the year and will allocate as necessary when required.

### 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 Emma Smith 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 Emma Smith 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 by Ms Emma Smith/the Pastoral team.

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 Local Academy Committee 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 the School Leadership Team. At every review, it will be approved by the Local Academy Committee.

## **7. Links to other policies**

This policy is linked to our:

- Relationships and Expectations Policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy