

Thomas Telford School



Uniform Policy

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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 age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

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 students to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all students to style their hair in a way that is appropriate for school and makes them feel most comfortable, ensuring it is a natural colour
- Allow students to request changes to swimwear for religious reasons or if they are experiencing discomfort
- Allow students to wear headscarves and/or other religious garments
- Allow students with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking students or their parents/carers to get in touch with Mr J Norman via email at jnorman@ttsonline.net who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

3. Limiting the cost of school uniform

Thomas Telford School has a duty to make sure that the uniform we require is affordable, in line with statutory [guidance](#) from the Department for Education (DfE) on the cost of school uniform.

At Thomas Telford School we understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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:

- Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of:
 - 4 or fewer, if 1 item is a tie
- Carefully considering whether any items with distinctive characteristics are necessary and limiting these items where possible. For example we only ask that the blazer and tie, features the school logo
- Limiting compulsory branded items to low-cost and/or long-lasting items, such as ties
- Avoiding specific requirements for items such as coats, bags and shoes/trainers that students could also wear on non-school days. See more information in section 4.1
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama
- Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters
- Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
- Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective students, and publishing this information on our website
- Avoiding frequent changes to uniform specifications, and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers and students on any proposed significant changes to the uniform policy, and carefully considering any complaints about uniform in line with the school's complaints policy
- Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- Continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money

4.

Expectations for school uniform

4.1 Our school's uniform

Members of the general public make judgements about Thomas Telford School based upon standards of academic achievement, behaviour and uniform. All students are expected to wear full uniform when being transported to and from the school. Students are expected to take pride in their appearance and this should be replicated in the way uniform is worn. It is essential that all students take their ambassadorial role for the school seriously at all times.

School Uniform

- Branded blazer to be worn at all times around the school;
- Branded school tie to be worn with top button fastened at the neck
- Branded PE kit (see below)
- Name badge
- Suitable carrying bag (Large enough to carry two A4 folders)

Detail

School Clothing List Years 7-11

- **Official Burgandy fitted blazer with embroidered school badge***
- **School tie with school crest***
- Dark grey skirt (length must be mid-knee/modest length) or Dark grey straight-leg trousers (not skinny fit). Trousers can be purchased from any brand or retailer, provided they conform to the style and fit specified in the policy.
- White buttoned shirt (must be tucked in)
- Plain grey knee-high socks (with skirts) or dark coloured ankle length socks or flesh-coloured tights;
- Black plain shoes of a sensible design with heels no higher than 5cms. (Heels must not be stiletto or kitten type, boots, trainer-style or shoes with deep tread soles are not allowed)

PE Kit

The PE Kit as follows applies to all students

- **Burgundy trackpants with logo***
- **Burgundy Performance Top with logo***
- Burgundy sports polo shirt/Thomas Telford branded polo shirt
- Burgundy games shorts
- Burgundy games socks (for Hockey and Football)
- Trainers. Fashion footwear such as Vans or Toms are not suitable.

- White sports socks
- Black Swim shorts or plain black one-piece swimsuit
- Towel
- Suitable carrying bag

***Branded Compulsory Items**

We recommend that for hockey, students should use shin pads and a mouth guard to comply with Health and Safety advice. These are available from most sports shops.

Students studying Dance in Key Stage 4 will require black leggings and a black leotard that can be purchased through the school. They will be required to have the branded compulsory items stated above.

School Clothing List – Sixth Form

School Dress

All students should always be dressed in a professional manner as we are constantly working with prospective employers, and first impressions do make a difference. Therefore, girls in the Sixth Form must wear smart professional attire, i.e. a skirt/trouser suit. Smart dresses are also acceptable if worn with a jacket. Cardigans and vest tops are not acceptable. Boys in the Sixth Form must wear smart professional attire, i.e. suit or jacket and trousers, collar, tie and sensible shoes. All Students must arrive in Business Dress; this also applies to BTEC Sport and Performing Arts Students. Students are not allowed to wear Denim Jackets or Baseball Caps.

Performing Arts Students following courses in Performing Arts or Performance Studies in the Sixth Form will need appropriate clothing for the practical aspects of the course(s). For Dance and Drama work students will require the following:

- **Black jogging bottoms***
 - **Black performance top***
 - **Black polo shirt***
 - Plain black T shirt with sleeves not shoestring
 - Black Jazz shoes or jazz trainers
 - Appropriate dance underwear
 - Girls may need character shoes during the course and nude underwear for performance pieces
- Performing Arts Dress Code Performing Arts students should note that Thomas Telford School has a formal dress code.

Sixth Form students are expected to wear smart professional attire at all times and are expected to arrive and depart from school in formal attire. However, students participating in practical work wear clothing appropriate for the activity being undertaken as identified above in the practical areas.

Sport Students following courses in Sport and PE in the Sixth Form will need appropriate clothing for the practical aspects of the course(s). Physical Education activities in the Sixth Form are optional and take place on Wednesday afternoon. Only the students involved in these activities should purchase the PE clothing.

PE Kit

- **School Tracksuit***
- **Maroon sweatshirt (Optional)***

- **Maroon sports shirt with collar***
- **Maroon games shorts (Sportswear International) ***
- **Maroon games socks***
- White sports socks
- Trainers and Football Boots
- Towel
- Suitable carrying bag

Fashion footwear such as Vans or Toms are not suitable. Any student who does not have the correct footwear will be unable to take part and parents will be made aware.

We recommend that for hockey, students should use shin pads and a mouth guard to comply with Health and Safety advice. These are available from most sports shops.

Fitness Centre – students should wear t-shirts with shorts or tracksuit bottoms and indoor shoes. Combat trousers and sleeveless or cropped tops are not appropriate.

*Information on how to purchase these items will be shared during the application and induction process.

Hair

No extreme hairstyle or colouring (including totally shaved, or decorated scalps including shaved lines, brightly coloured hair dyes).

Students can have purposeful hair accessories e.g. for keeping hair out of face, this must be plain and black or burgundy in colour. Bows on head bands/scarves is not permitted.

If students have braids, beads must be black or navy blue.

A deliberate shaved cut into the eyebrow is not permitted.

Jewellery

Hooped earrings, rings, nose studs, body and tongue piercing and related jewellery are not allowed. One plain (gold or silver) stud can be used for pierced ears, diamond, pearl or alternatively shaped studs are not permitted. Ear stretchers are not allowed. Additionally, a watch may be worn.

Make up

Key Stage 3 (Years 7 & 8) – Not to be worn

Key Stage 4 (Years 9, 10 & 11) – Mascara only False eyelashes are not permitted.

Nails

Nail varnish and any form of false nail are not permitted.

Religious Observance

Thomas Telford School is committed to providing an inclusive approach to its dress code that enables all students and staff to observe recognized religious practices. The wearing of a Hijab or turban can be part of the uniform. We request that any head dress is black, grey or burgundy. Other exceptions and alterations to

the dress code should be discussed and approved by the Headmaster. Note that in all cases faces must be recognisable and visible at all times.

The Kirpan

A number of Sikh students have gone through the Amrit ceremony and are required to wear the “5 Ks”, including the Kirpan. Thomas Telford School allows the Kirpan to be worn if a student has gone through the Amrit ceremony. The preference is for a student to wear a ceremonial Kirpan which is blunted and 1.5 inches long. However, a student can wear a Kirpan which is a maximum of 3 inches in length. The Kirpan will be sheathed and restrained with a cord, to the satisfaction of the school, in such a way as to ensure that it will be incapable of withdrawal. The sheathed Kirpan will be further enclosed in secured padding and securely sewn up. It will be worn under clothing and will not be visible, to provide the highest possible safety at all times. The responsibility is on the family who must notify us if a student is to wear a Kirpan in school. The Kirpan will never be used in any circumstances whilst the student is on school premises, whilst on a school trip or on school transport or involved in other school activity. If these conditions have not been observed, then the Headmaster has the discretion to exclude the student if they believe that the student or others may be at risk of injury.

4.2 Where to purchase uniform

Baker and Son Schoolwear

29 New Street

Wellington

Telford

TF1 1LU

www.bakerandsonschoolwear.co.uk

Second hand uniform will be made available through a regular shop set up in school. Parents will be informed of the date, time, location and costings through the usual means of communication.

5. Expectations for our school community

5.1 Students

Students 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)

Students are also expected to contact Mr J Norman via jnorman@ttsonline.net 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/carers are also expected to contact Mr J Norman via jnorman@ttaonline.net 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/carers 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/carers to arrive at a mutually acceptable outcome.

5.3 Staff

Staff will closely monitor students to make sure they are in correct uniform. They will give any students 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 in accordance with our behaviour policy.

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 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/carers and students
- Offers a uniform that is appropriate, practical and safe for all students

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 five years.

6. Monitoring arrangements

This policy will be reviewed every two years by the Deputy Head responsible for uniform. At every review, it will be approved by the Headmaster.

7. Links to other policies

This policy is linked to our:

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