

Uniform Policy

“What does the Lord ask of you? To act justly, to love
mercy and to walk humbly with your God.”

(Micah 6:8)

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Statement of intent

In our school, our Christian vision shapes all we do. All members of the school community are committed to upholding the St Michael's Church of England Christian values:

- to show love, care and kindness to all in our community
- to value what we have and to share with others
- to enable everyone to achieve their full potential

This policy has been created with health and safety, value for money, and practicality at its heart. It has been designed to ensure pupils wear clothing conducive to a successful learning environment. It is important that our pupils feel a sense of belonging and community through a smart and practical uniform.

We believe a uniform allows all pupils, regardless of background, to feel equal to their peers and confident in their appearance. We also believe it is important for activities to be facilitated by specialised and appropriate clothing such as sports specific attire.

St Michael's Church of England High School is committed to promoting equality and value for money, and ensuring that no pupil is discriminated against due to their religion or belief, economic circumstances or social and cultural background – this policy contains provisions to meet these objectives.

Signed by:

_____	Headteacher	Date: _____
_____	Chair of governors	Date: _____

Date adopted 8th December 2016
Date reviewed 10th June 2021
Review Date October 2022

1. Introduction

- 1.1 St Michael's Church of England High School insists on high standards of uniform. It is important that students take pride in their appearance and are aware of the impression their appearance makes within the community. The Headteacher will be the arbiter in all matters relating to uniform, dress and appearance. Parents/carers and students are advised to consult a member of the School Leadership Team if they are considering uniform, dress or appearance changes that might conflict with the school policy.

2. Sanctions

- 2.1 Any student who arrives out of uniform, in unsuitable uniform, wearing inappropriate jewellery, or with an unsuitable hairstyle or hair colour may be removed from lessons and their parent/carer contacted. A record will be made in a student's file. If a student persistently ignores the uniform code, the school will need to employ further sanctions.

3. Aims and Objectives

- 3.1 Our policy for school uniform is based on the notion that school uniform:
- is practical, smart and designed with health and safety in mind
 - promotes a sense of pride in the school
 - engenders a sense of community, shared identity and belonging towards the school
 - makes children feel equal to their peers in terms of appearance
 - is regarded as suitable wear for school and is considered by parents as good value for money

4. The Role of Parents

- 4.1 We ask all parents who send their children to our school to support the school uniform policy. It is the responsibility of parents to ensure that their child has the correct uniform and that it is clean and in good repair.
- 4.2 Parents should label all items of school uniform, including shoes and trainers. The school cannot accept any responsibility for items of clothing lost in school: parents must instil in children the concept that they are responsible for their personal belongings.

5. The Role of Governors

- 5.1 It is the governors' responsibility to ensure that the school uniform meets all the regulations concerning equal opportunities.
- 5.2 The governors will consider, with the Headteacher, any requests from parents for individual children to have a special dispensation, either for religious or medical reasons, with regard to school uniform.

6. Equality

- 6.1 At St Michael's Church of England High School, equality considerations are central to all that we do. We are committed to promoting equality of opportunity and to preventing all unlawful discrimination whether against individuals or groups on grounds of religion, age, race, gender, physical or learning disability. Please see the school's Equality Policy for more information.

7. St Michael's Uniform

7.1 Boys' uniforms

Boys' uniforms are as follows:

- White shirt with shirt collar
- School tie
- Plain navy blue V-neck pullover (this is optional)
- Navy blue blazer with school badge
- Plain black full length, straight-legged school trousers that hang from the waist. Boot cut, drainpipe, tight, tapered or turn up style trousers are not permitted. Trousers containing denim or Lycra are not permitted. Adornments, including zips (ornamental or pocket), are not permitted
- Belts should be black without any adornment, for example, studs, sequins, glitter etc. and should be worn to support trousers rather than as an additional fashion accessory
- Black socks
- Appropriate outdoor coat in navy blue, black or grey. Coats, hooded sweatshirts or tank tops must not be worn inside the building
- All pupils inside the building are expected to wear their blazer and tie, with their shirt tucked in to their trousers

7.2 Girls' uniforms

Girls' uniforms are as follows:

- White blouse with shirt collar
- School tie
- Plain navy blue V-neck pullover (this is optional)
- Navy blue blazer with school badge
- Plain black full length school trousers that hang from the waist. Boot cut, drainpipe, tight, tapered or turn up style trousers are not permitted. Trousers containing denim or Lycra are not permitted. Adornments, including zips (ornamental or pocket), are not permitted
- Official St Michael's skirt with school logo. From September 2022, this will be the only skirt option available to all year groups; a plain black knee-length school skirt is acceptable in Years 8, 9, 10 and 11 until that time. Skirts containing Lycra are not permitted
- Belts should be black without any adornment, for example, studs, sequins, glitter etc. and should be worn to support trousers rather than as an additional fashion accessory
- Black socks or natural or black tights
- Appropriate outdoor coat in navy blue, black or grey. Coats, hooded sweatshirts or tank tops must not be worn inside the building
- All pupils inside the building are expected to wear their blazer and tie, with their shirt tucked in to their trousers or skirt

7.4 Footwear

- Suitable formal, black, low-heeled shoes should be worn by girls and boys.
- Open-toed, backless shoes, trainers or pumps are not permitted.
- Boots are not permitted.
- Vans, Converse or similar are not permitted
- Stitching, logos, motifs, adornments or colours are not permitted

7.5 Jewellery

The only permitted jewellery that may be worn is:

- one pair of stud earrings – no other piercings are permitted to be worn. Rings, zips, chains, wide belts or ear stretchers are NOT permitted.
- a smart/sensible wristwatch. Smart watches, e.g. iWatch, are not permitted to be worn or brought into school
- jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded.

7.6 Make-up

- False nails and nail extensions are not permitted
- Nail varnish is not permitted
- No make-up is allowed to be worn
- Fake tan is not permitted
- Pupils wearing make-up will be required to remove it or, if appropriate, will be sent home to remove it

7.7 Hairstyles and headgear

- Hair should be neat and smart
- Hair should be a single, natural colour, no shorter than a grade 2
- No extreme styles, including 'tramlines', sculpting, shaving, patterns or undercuts
- Long hair/braids should be worn down or up in a single ponytail or simple bun at the back of the head. Please note – top knots/high buns are not permitted
- Hair adornments are not permitted
- Use of gels or styling products should be minimal
- Bandanas or baseball caps are not permitted
- Hairbands, scrunchies and toggles must be plain, navy or black only
- Headscarves should be black and conform to the requirements below:
 - the fabric should be lightweight and plain black and the headscarf must be folded under the chin, taken round to the back of the neck and the ends tucked in. This conforms to the health and safety and school requirements
 - the headscarf must be worn so that the collar and tie can be seen clearly. The reason for wearing the headscarf is to preserve modesty. Therefore, it should not be worn with headbands, brooches, shadow stripes, patterns, logos, embellishments, diamantes, tassels or other colours
 - a photographic example of the above criteria for headscarves is available upon request
- Turbans must be plain black and unadorned

7.8 School bags

- Pupils must use an appropriately sized, navy blue, black or grey waterproof bag to carry their books and equipment. It should hold A4-sized workbooks comfortably without causing any damage.

7.9 Subject-specific equipment

- Apron for Design Technology
- Scientific calculator (we recommend the Casio FX-83GT Plus)

8. PE Kit

8.1 It is a legal requirement that all children participate in PE lessons. Students must have their PE kit in school at all times and are required to change into their PE kit for PE lessons.

8.2 It is optional whether to add initials to the PE kit. This has been added as a choice to help reduce the amount of kit that is lost within school. PE kits for boys and girls are as follows:

- St Michael's navy blue polo shirt with school badge
- St Michael's navy blue shorts
- St Michael's navy blue tracksuit bottoms
- St Michael's navy blue training top/sweatshirt with school badge
- Plain navy blue waterproof/showerproof jacket
- Black, white, navy or grey trainers
- St Michael's navy blue football socks with white trim at the top and St Michael's embroidered
- Moulded studded boots and or/astro trainers (not metal studs)
- Girls may wear a sports bra if they wish

Parents are responsible for ensuring their child brings their PE kit to school when required and that it is labelled with their child's name.

Please note: students will participate in football and hockey on AstroTurf so moulded, studded boots are recommended.

9. Non-Uniform Days

9.1 From time to time there will be non-uniform days when children and staff may come to school in their everyday clothes; these days will be fundraising events and members of the school community may be asked to contribute a sum of money for the privilege of not wearing uniform. On non-uniform days the following items of clothing are not permitted:

- high heeled shoes or open toe sandals
- strappy tops which expose the shoulders
- cropped tops which expose the midriff
- very short skirts
- jewellery of any kind (except permitted items – see above)
- long skirts that touch the ground
- t-shirts or other garments with inappropriate slogans

10. School Planner

10.1 In preparing for learning, all students must come to school equipped with a bag, pencil, ruler, eraser, and their planner. Student planners are one of the first points of communication between home and school and an aid to every pupil's organisational development. Parents are asked to check and sign them on a regular basis and do not hesitate to raise any issues that may need to be addressed with the appropriate staff.

11. Monitoring and Review

11.1 This policy will be reviewed on an annual basis by the Headteacher and Senior Deputy Headteacher: Behaviour and Welfare + Designated Safeguarding Lead (DSL). The policy will be reviewed in consultation with the PE department and the Pastoral Team.

Appendix a - Uniform and PE Kit Exemplars



Appendix b – Suppliers

St Michael's uniform is available from the following suppliers:

Gogna

Junction 2 Industrial Estate
Unit 1B Demuth Way
Oldbury
B69 4LT
0121 523 5572
<https://www.gogna.me/>

A Oakes Ltd

Oakend House
174-180 Vicarage Road
Oldbury
West Midlands
B68 8JB
0121 552 1684