



Policy:	<i>UNIFORM AND APPEARANCE GUIDANCE</i>
Applies to:	<i>Warwick Senior and Junior School Pupils</i>
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Approved by:	<i>J S Barker, Head Master</i>
Reviewed:	<i>11th June 2015, 1st Sept 2016, 8th Sept 2017, 5th July 2018, 6th Sept 2020, 5th Sept 2021, Sept 1st 2022</i>
Signed:	<i>Richard Thomson, Pastoral Deputy Head</i>

Uniform and Appearance Guidance

Introduction

We believe that a school uniform for pupils in years 7-11 and a dress code for pupils in the Sixth Form are desirable, appropriate, and help to promote a good working environment. Separate requirements for PE and practical subjects also make up the school's uniform and appearance guidance. The uniform items fulfil the criteria of clothing that it is suitable, comfortable, affordable and practical.

Pupils are expected to wear their uniform when travelling to and from school, including when travelling to weekend fixtures and events, and at all times of the school day. Whenever the school uniform is worn it must be complete and not mixed with non-uniform clothing.

The Head may grant exceptions to any part of the school's uniform and appearance guidance. In most instances this will relate to cases of sincere religious observance and where this may be substantiated by a letter from the national body/ leadership of the relevant religious community. **The Head is the final arbiter in all matters relating to uniform and appearance.**

Guiding Principles

Through the school uniform and appearance guidance, the school aims for the following:

- For uniform and appearance to be inclusive, smart, professional, affordable, comfortable and practical/safe.
- For as many pupils as possible to enjoy wearing their uniform and feel a sense of belonging and pride.
- For the School Uniform and Appearance Guidance to have minimal impact on how pupils express their individuality outside of school.
- To minimise both peer pressure and the pressure to follow particular fashion trends whilst at school.
- To be transparent about the guidance and any procedures adopted for those who find it hard to conform, so the guidance is implemented in a consistent way that is fair to all.

This guidance on uniform and appearance has been written in close consultation with the Department for Education Guidance on School Uniform, updated in 2021, and also the Department for Education Statutory Guidance on the Cost of School Uniforms, published in 2021. We have been mindful to meet the obligations of the Human Rights Act 1998 and the Equality Act 2010. The guidance provided by the Halo Code for Afro-Textured hair has also been taken into account. We have been careful to consider the impact of the guidance on pupils who share a protected characteristic, in particular:

- religion or belief
- race (including colour, nationality, ethnic or national origin)
- disability
- gender

Uniform

Below is a brief description of the uniform requirements. Most items in the school uniform can be obtained from general retailers. Those marked with an asterisk (*) are to be obtained from the School Clothing Shop or the PAWS official second-hand clothing sale. Those marked (#) can be obtained from the School Clothing Shop.

Senior School Uniform

- *Blazer - School blazer and badge
- *Pullover (optional) - Navy blue V-neck
- #Trousers - Charcoal grey or black polyester/ viscose
- #Shirt - White cotton
- *Tie – School-approved tie
- #Socks – Grey or black
- Shoes - Plain black, smooth polished leather with rounded toes (not of a trainer style)
- Overcoats (optional) – Plain black or navy blue of a sufficient length to cover the blazer, without overt markings or logos
- #School Scarf (optional)

Blazer sleeves must be worn rolled down, shirts tucked in, top button done up and ties appropriately knotted and tied. Apart from during sports activities, sweatshirts and hoodies, even with the school logo, should not be worn.

Sixth Form

Pupils have the option of wearing School uniform as given above for the whole Senior School or:-

- Jacket - Plain dark blue blazer
Trousers – Charcoal grey polyester/viscose
Shoes – Black or dark brown
#Socks – Grey or black
Shirt - White or light or mid blue in colour, either plain or with a thin vertical stripe
*Tie – School-approved tie
Pullover (optional) - Plain coloured V neck
Overcoats (optional) – Plain black or navy blue of a sufficient length to cover the blazer, without overt markings or logos
- Jacket - Orthodox cut and of a quiet colour and pattern
Trousers – Charcoal grey polyester/viscose
Shoes – Black or dark brown
#Socks – Grey or black
Shirt - White or light or mid blue in colour, either plain or with a thin vertical stripe
*Tie - School-approved tie
Pullover (optional) - Plain coloured V neck
Overcoats (optional) – Plain black or navy blue of a sufficient length to cover the blazer, without overt markings or logos
- Suit - Two- or three-piece matching suit of orthodox cut and of plain or quiet pattern with basic colour of grey, blue or brown
Shirt - White or light or mid blue in colour, either plain or with a thin vertical stripe
Shoes - Plain black or brown
#Socks – Grey or black
*Tie - School-approved tie
Pullover (optional) - Plain coloured V neck
Overcoats (optional) – Plain black or navy blue of a sufficient length to cover the blazer, without overt markings or logos

A high standard of Sixth Form dress is expected at all times. Apart from during sports activities, sweatshirts and hoodies, even with the school logo, should not be worn. The dress regulations allow individual choice and discretion, but pupils and parents are responsible for ensuring that the requirements are met.

Appearance

Hats and Head Coverings

During the school day and in lessons, hats must only be worn for reasons resulting from a medical condition (e.g. alopecia).

Hats can be worn when the pupils are outside during periods of “summer dress”. During these periods, hats worn outside must be removed for lessons and when moving between lessons.

In all other instances, head coverings can only be worn if they are a formal requirement of the religion observed by the pupil. Where worn, head coverings must be dark blue, black or white, with no other colours permitted.

Jewellery

No earrings, studs or facial piercing jewellery may be worn.

A wristwatch may be worn and items of jewellery formally required by the religion observed by a pupil e.g. the kara bracelet worn by Sikhs. All jewellery must be worn discreetly (e.g. necklaces must be hidden from view) and removed in those lessons where to wear it would pose a health and safety risk e.g. Games and Design and Technology.

Hair

As a general rule, hair should look smart and professional. The following is expected: there should be no dramatic contrast in length in the haircut (though hair can be as short or long as a pupil chooses); long hair should be neatly tied-back; hair should be of a natural colour without artificial highlights; most importantly, hair should be neat and tidy.

Beards, moustaches, and stubble are allowed, but any facial hair should be neat and tidy.

Make-up

A natural look is required with no visible make-up, plain nails, etc.

Tattoos

Pupils are not allowed to have tattoos on visible parts of their body while in school uniform (including when wearing school sports kit), unless they are a formal requirement of the religion observed by the pupil. Pupils who have tattoos will either be asked to cover them up, or to have them removed. n.b. It is illegal for anyone under the age of 18 to get a tattoo in the UK.

Exceptions

Break and lunchtimes on fields

When the fields are open, pupils who wish to play on the fields at break and lunchtime must change into a pair of trainers to avoid damage to their school shoes and to avoid bringing mud and grass back into school buildings. Pupils must change back into their school shoes for the start of lessons or before leaving the site.

Summer Dress Guidance

During hot weather, ‘summer dress’ may be introduced. The length and timing will be determined by the Head with parents informed if it extends beyond one day. During periods of summer dress, pupils will not be required to wear their blazer. Pupils may remove their tie, they may unbutton the top button of their shirt, and may roll up their sleeves. All other uniform rules will still apply, including the requirement for shirts to be tucked in. Pupils should wear full uniform (i.e. with jackets) when travelling to and from school, and also in Chapel and at School Assemblies.

Public Examinations

School uniform rules and the Sixth Form dress code apply to all pupils sitting public examinations (e.g. GCSEs, A-Levels)

Non-Uniform Days and Events

Pupils may choose to not wear uniform on designated 'non-uniform days' or because they are being educated off-site. When wearing their own clothes, pupils must wear clothing that is appropriate for the working environment or activities that they will be undertaking during the day. The clothing worn must also allow the pupil to travel safely to and from school. Clothing must not display extreme images, offensive views or comments.

For educational visits, the clothing worn must reflect the advice offered by the leader of the activity.

Implementation of the Guidance

It is the responsibility of the Head and all staff to monitor and enforce the uniform guidance as part of the day-to-day running of the school. Parents have a responsibility to ensure that their child has the correct uniform items and wears them to school. Form tutors must check that their tutees are in correct uniform at the start of the day.

- In the first instance the form tutor should deal with any minor breach of the Uniform and Appearance Guidance. The student may be issued with a yellow card.
- Subsequent breaches of the Uniform and Appearance Guidance, or more serious breaches of the guidance, should be referred to the appropriate Head of Section with the pupil placed in a Community Detention.
- If correct uniform is repeatedly not worn the pupil's parents should be contacted by the relevant Head of Section.
- Further breaches of the school's Uniform and Appearance Guidance should be referred by the Head of Section to the Senior Deputy Head.
- In the case of jewellery and other accessories which infringe the Uniform and Appearance Guidance, a member of staff may ask the pupil to remove the item and keep it in their locker until the end of the day. If this is not possible the items should be brought to the main school reception for storage until the end of the school day when it can be collected.

Issues arising from the guidance

Parents should raise any issues relating to school uniform, dress code or other aspects of appearance with the Head. Requests to vary uniform requirements for specific reasons such as medical needs will always be carefully considered.

Pupils may raise issues about the school's Uniform and Appearance Guidance through Pupil Voice.

As legally required by the Equality Act 2010, the DfE Guidance for Schools on Uniforms 2021, and DfE Statutory Guidance for Schools on the Cost of School Uniforms 2021, we will regularly assess and monitor the impact of the Uniform and Appearance Guidance on pupils, staff and parents.

DfE Guidance for Schools on Uniforms 2021: <https://www.gov.uk/government/publications/school-uniform/school-uniforms>

DfE Statutory Guidance for Schools on the Cost of School Uniforms 2021: <https://www.gov.uk/government/publications/cost-of-school-uniforms/cost-of-school-uniforms>

Human Rights Act 1998: <https://www.legislation.gov.uk/ukpga/1998/42/contents>

Equality Act 2010: <https://www.legislation.gov.uk/ukpga/2010/15/contents>