



The Tiffin Girls' School

SCHOOL UNIFORM POLICY

November 2022

Introduction

1. This policy sets out:
 - our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers
 - how we will avoid discrimination in line with our legal duties under the Equality Act 2010
 - our expectations for school uniform;
2. This document is informed by the following DFE guidance: *DFE: Cost of school uniforms – statutory guidance Nov 2021* - [Cost of school uniforms - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/publications/cost-of-school-uniforms-statutory-guidance)
3. This document should be read in conjunction with other school documents which underpin key values from which we make determinations about our Uniform Policy:
 - Behaviour for Learning policy
 - Pupil Premium strategy statement
 - Anti-Bullying policy
 - EDI policy
4. This policy applies to students in Years 7-11, there is a separate dress code for students in the Sixth Form.

Principles and Practice

5. At the Tiffin Girls' School (the School), we hold the following principles at the core of our uniform provision:

Appropriateness

6. The School uniform reflects agreed standards of student dress that have been consulted on by staff, students and parents. We deem that this uniform is appropriate to the needs of the environment, individuals, and the activity undertaken within the school day. The School uniform is a distinct element of our collective school identity. It serves the function of making our students visible amidst the wider public when we are at sporting fixtures, trips and visits making them easily identifiable and supporting safeguarding priorities.

Inclusion

7. The School's Uniform Policy takes into consideration how different students may identify in terms of gender and provides opportunities for them to dress in a way that is more helpful for how they understand themselves. In a similar vein, the variations in our uniform makes allowances for students who for cultural reasons would like to cover up. The design and its elements are flexible and so is inclusive of a number of groups of young people, ensuring all students feel welcome within the school.

Economic equality

8. Wearing a uniform, helps to minimise any real or perceived economic inequalities between families. School uniforms are regarded as a way to eliminate difference in terms of deprivation. In having a uniform, and supporting less affluent families to purchase new and second-hand items where needed, a uniform allows for all students to be on an equal footing. Likewise, where possible we have designated some items of uniform as generic, leaving open opportunities for some items to be purchased from a variety of retailers and at a lower price point if this can be found. Additionally, pupil premium students can request that money from pupil premium funding go towards uniform.

Preparation for the wider world

9. The wider world of work contains a number of professions that hold expectations about how employees should dress whilst in their employ and so we deem that school uniform or dress codes are an appropriate stepping stone to these expectations. As such they are an important part of a young person's preparation for the wider world.

Sustainability

10. As a School, we are committed to being sustainable and environmentally responsible. Having a uniform ensures that students and their families are able to make thorough use of clothing items that are fit for purpose. Underpinning this is our choice of sustainable and recycled fabrics that make less of an impact on our environment.
11. Additionally, we have ensured the uniform is affordable, considered all items parents/carers will need to provide while their child is at School and kept branded items to a minimum. With these principles in mind, decisions have been made about the need to have bespoke or branded items and in each of these instances these have been decided because they satisfy the points above and cement our identity as a School, as well as supporting positive behaviour and discipline. Furthermore, the School will hold 2nd hand/preloved uniform sales each term.

An inclusive uniform

12. The Equality Act 2010 prohibits discrimination against an individual based on their protected characteristics, which include sex, race, religion or belief, and gender reassignment.
13. With this in mind we:
 - do not list uniform items based on sex, to give all students the opportunity to wear uniform they feel is most comfortable 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 the way that is appropriate for school yet makes them feel most comfortable
 - allow students to wear headscarves and other religious and cultural symbols (subject to health and safety considerations)
 - allow for adaptation to our policy on the grounds of equality by asking students for their parents to get in touch with the Assistant Head Pastoral KS3&4, who can answer questions about policy and respond to any requests

Uniform expectations

- 14.** Students are expected to wear their lanyard and their uniform as required below from Years 7 to 11:
- i. Students choosing to wear a skirt must purchase the school skirt and this should be worn without amendment. They should not be rolled up. Skirts that are shorter than mid-thigh will need to be replaced.
 - ii. Students choosing to wear School shorts must wear these without amendments. The short legs should not be folded up. Students may wear a dark belt with the shorts if needed.
 - iii. Shirts should be tucked in.
 - iv. Plain, white socks (non-branded and not sports socks), 70-denier opaque black matt tights (not sheer black tights) or neutral-coloured nylon tights should be worn with uniform
 - v. Shoes should be black, preferably leather, and provide support and protection for the feet. These should be in a serviceable, sensible style without coloured decorations. Heels should be wide-based and not be more than 4cm high. Open toes, sling backs, platform soles, canvas shoes, trainers/trainer-style shoes and high or narrow heels are not permitted. Boots are also not to be worn in School
 - vi. Outdoor coats can be any colour or students may wear their school waterproof PE jacket. Coats are not to be worn around the school. Hoodies and sweatshirts should not be worn in place of a coat. Leather jackets, denim jackets or faux furs are not acceptable as outdoor coats
 - vii. Jewellery worn should be discreet. Students may wear a pair of small geometric shaped studs and these must not contain diamonds. The earrings should be a matching pair and only one earring may be worn in each ear. These should be removed for PE. No other piercings are allowed.
 - viii. We recognise the diversity of our community; discreet, visible religious or cultural symbols will be individually considered on request of the parent to their child's Head of Year
 - ix. Hair should be of a naturally occurring hair colour.
 - x. Head coverings worn for religious reasons are permitted provided they are tied back for health and safety reasons. In Years 7-11 head coverings should be in School uniform colours (dark blue, grey or black). No other items of religious dress, including face coverings, are permitted
 - xi. Hair bands and accessories may be any colour. Large or elaborate clips with flowers or other embellishments are not permitted, neither are scarves or bandanas tied around the head
 - xii. Make up or nail varnish should not be worn
 - xiii. All students should have a fastened bag or case for books and a sports holdall. Open bags, drawstring or carrier bags are not acceptable
 - xiv. Students are not permitted to wear any aspect of their PE kit instead of their School uniform to normal lessons. Students attending fixtures midway through a lesson will be exempted if prior permission is given by PE staff
 - xv. A special dress code applies for non-uniform days

Working with a Uniform provider:

- 15.** Currently we have a chosen uniform provider, Stevensons www.stevensons.co.uk who work with us to ensure quality, durability and design. They offer both an online service and in-store provision.

16. When considering the suitability of a uniform provider we make decisions based on accessibility, affordability and benchmark their offer with competitors. We also take up references to ensure that they have a good track record in meeting school community needs.
17. Stevensons are the only provider for our bespoke branded items. Generic items can be purchased from other high street and online retailers.
18. In order to ensure that we continue to work with a chosen provider who provides value for money and is fit for purpose, we retender with other uniform providers every five years.
19. Additionally, our PSA makes second hand uniform available for purchase at reasonable prices. Sales of these items are held at key times in the academic year to allow parents to plan for the year and secure uniform items that are needed.
20. The following table details our School uniform, which items are generic and bespoke and where parents can purchase these items. Where generic items have been specified, this reflects school decisions to make uniform accessible and available at competitive prices within the wider market.

	ITEM description	Generic/bespoke	Compulsory/optional	Uniform provider
School Uniform	Charcoal Grey drop waist, pleated skirt (no shorter than mid-thigh) OR *Charcoal grey Bermuda style shorts OR Charcoal grey trousers	generic	compulsory	Stevensons or other external providers
	Tiffin Shirt (long and/or short sleeved)	bespoke	compulsory	Stevensons only
	Tiffin blue jumper or cardigan (with Tiffin logo)	bespoke	compulsory	Stevensons only
	Plain white socks (non-branded and not sports socks) OR 70 denier opaque black matt tights or neutral coloured nylon tights.	generic	compulsory	Stevensons or other external providers
	Black regulation school shoes (preferably leather)	generic	compulsory	external providers
PE Kit	Tiffin branded skort OR shorts	bespoke	compulsory	Stevensons only
	Tiffin branded leggings	bespoke	compulsory	Stevensons only
	Tiffin branded PE Polo top	bespoke	compulsory	Stevensons only
	House t-shirt	generic	compulsory	Stevensons or other external providers
	Tiffin branded mid-layer	bespoke	compulsory	Stevensons only
	Tiffin branded games socks	bespoke	compulsory	Stevensons only
	Sports trainers with laces	generic	compulsory	external providers
	Astro boots	generic	compulsory	external providers
	Gum shield	generic	compulsory	Stevensons or other external providers
	Shin pads	generic	compulsory	Stevensons or other external providers
	PE hold-all	generic	compulsory	Stevensons or other external providers
	Tiffin branded trackpants	bespoke	optional	Stevensons only
	White base layer	generic	optional	Stevensons or other external providers

Reviewing uniform provision:

- 21.** Uniform is reviewed annually and consultation informs any changes that may be made to how it is worn. Such reviews are undertaken through our School Council.
- 22.** When reviewing our uniform provision we benchmark against like schools and their costings to ensure that we are providing parents with a competitive price point that is reasonable to expect parents to pay.
- 23.** Parents are encouraged to share their feedback on uniform provision throughout the year. Likewise, Stevensons, works closely with the School to let us know feedback from parents should they encounter it from their end.
- 24.** Governors receive yearly updates on changes with regard to uniform and they agree the affordability and processes for making this accessible, as well as approve the Uniform Policy.
- 25.** We make our Uniform Policy accessible to all through publishing it on the School website, including it in welcome packs for new cohorts of students and making it readily accessible for students and staff in the student planner and the staff handbook. Additionally, it is detailed on the Stevensons' website.