

# Chelmsford County High School For Girls



## Uniform Policy

**Approved by the Academy Board: 25<sup>th</sup> June 2025**

|                          |                                                           |
|--------------------------|-----------------------------------------------------------|
| Last Amended: June 2025  | Committee Responsible for Review: Staff & Student Matters |
| Last Approved: June 2025 | Date of Next Review: June 2026                            |

# Uniform Policy

## 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, disability, 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 identity.
- 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 a way that is appropriate for school and makes them feel most comfortable.
- Allow pupils to request changes to swimwear for religious reasons.
- Allow pupils to wear headscarves and religious or cultural symbols.
- Allow pupils with sensory or physical needs to make adaptions to their uniform depending on their specific needs.
- Allow for adaptions to our policy on the grounds of equality by asking pupils or their parents to get in touch with Miss F. Harrison, Deputy Headteacher, who can answer questions about their 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, for example, by only asking that the blazer, worn over the jumper, features the school logo.
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items.

- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller.
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents to acquire nearly-new 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**

|                                                                                           |          |                                    |
|-------------------------------------------------------------------------------------------|----------|------------------------------------|
| Navy blue blazer with the school badge                                                    | Required | Only available from Monkhouse Ltd. |
| Tartan kilt (knee length only) or navy blue trousers (not bootcut, flared or wide legged) | Required | Only available from Monkhouse Ltd. |
| A short-sleeved lilac blouse                                                              | Required | Only available from Monkhouse Ltd. |
| A V-necked navy jumper                                                                    | Optional | Only available from Monkhouse Ltd. |
| Tights or socks                                                                           | Required | Available from any retailer.       |
| Plain black shoes                                                                         | Required | Available from any retailer.       |
| <b>P.E. Kit</b>                                                                           |          |                                    |
| Navy & sky blue polo shirt                                                                | Required | Only available from Monkhouse Ltd. |
| Navy P.E. sweatshirt                                                                      | Required | Only available from Monkhouse Ltd. |
| Navy blue shorts                                                                          | Required | Only available from Monkhouse Ltd. |
| Knee length hockey socks                                                                  | Required | Available from any retailer.       |
| Trainers (any colour). Sports, not fashion trainers. No black soles.                      | Required | Available from any retailer.       |
| Plain navy track suit trousers                                                            | Required | Available from any retailer.       |
| White sports socks                                                                        | Required | Available from any retailer.       |
| Shin pads and a mouth guard for hockey                                                    | Required | Available from any retailer.       |
| Plain black or navy swimsuit.                                                             | Required | Available from any retailer.       |
| Swimming cap in house colours or Sail Cap (if appropriate).                               | Required | Available from any retailer.       |
| Towel for swimming                                                                        | Required | Available from any retailer.       |

### **Hair & Make-up**

Make-up is not allowed for students in Years 7 and 8.

Years 9, 10 and 11 may wear discreet make-up only. Light foundation or concealer and mascara. No eye liner, lipstick or blusher. Eyebrows must be natural and not painted or stenciled. No false lashes or eyelash extensions.

No acrylic nails, nail extensions or nail varnish.

Hair colour should be within the range of natural hair shades; colours such as pink, blue and purple are not permitted.

At this school we recognize and celebrate our students' identities. CCHS is proud to adopt the Halo Code. We welcome Afro-textured hair worn in all styles including, but not limited to, afros, locs, twists, braids, cornrows, fades, hair straightened through application of heat or chemicals, weaves, wigs, headscarves and wraps (navy blue or black)

### **Jewellery**

Jewellery, other than a simple and discreet religious symbol around the neck but under the shirt, is NOT permitted. Only plain gold/silver studs are allowed if your child has pierced ears and only one in each ear lobe. Nose piercings are NOT permitted.

## **4.2 Where to purchase it.**

Our Uniform Supplier is Monkhouse Ltd ([www.monkhouse.com](http://www.monkhouse.com)) They open a shop at CCHS on two dates during the Summer Term for your daughter to be fitted and for you to purchase uniform.

During the School year, the Monkhouse uniform shop at CCHS is open every Monday lunchtime and every Wednesday morning.

CCHS Parents Association holds regular Pre-Loved Uniform Sales and hold a selling event for the incoming Year 7.

## Sixth Form Uniform

The guidelines outlined below are designed to ensure that students dress appropriately, in a manner consistent with professional standards. While fashion trends may evolve, and the guidelines may not encompass every potential scenario, students and parents are encouraged to consider whether a particular item of clothing aligns with the intent of this guide. Should there be any uncertainty, the Year Leader or Deputy Headteacher (pastoral) will be available to provide clarification.

|                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                     |
|---------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Sixth Form Blazer<br>(to be worn at all times)                | The Sixth Form blazer is available through Monkhouse.                                                                                                                                                                                                                                                                                                                                                                 | Available here:<br><a href="https://www.monkhouse.com/chelmsford-high-school-6th-form-jacket-bk">https://www.monkhouse.com/chelmsford-high-school-6th-form-jacket-bk</a>                            |
| <b>Tailored skirt</b>                                         | Plain black<br><br>Straight<br><br><i>Skirt length should be within 2 inches above the knee to be considered appropriate for a professional environment.</i>                                                                                                                                                                                                                                                          | No stretchy/Lycra/jersey material<br><br>No pleats, skater style or tube skirts<br><br>No embellishment                                                                                             |
| <b>Tailored trousers</b>                                      | Plain black                                                                                                                                                                                                                                                                                                                                                                                                           | No shorts or cropped trousers<br><br>No jeans style<br><br>No leggings, jeggings , lycra<br><br>No pinstripe or embellishment                                                                       |
| <b>Tailored shirt/blouse</b>                                  | Plain, or with <u>discreet</u> pattern, any colour.<br><br>Long or short sleeved ( <u>not</u> sleeveless)<br><br>Must have a collar<br><br>In the winter, a smart polo/roll neck jumper may be worn as an alternative to a blouse.                                                                                                                                                                                    | Not t-shirts or polo shirts<br><br>Not sleeveless or capped sleeves<br><br>No fluorescent colours<br><br>No excessive frills or ruffles                                                             |
| <b>V-Neck Jumper<br/>(optional)</b>                           | Smart <u>V neck</u> jumper – if worn, it must be worn over a blouse.<br><br>Plain, solid colour (no stripes, patterns or logos).<br><br>In the winter, a smart polo/roll neck jumper may be worn as an alternative to a blouse.                                                                                                                                                                                       | Not round neck<br><br>Fine wool, not chunky knit<br><br>No sweatshirts or hoodies<br><br>Not oversized or longer than jacket or skirt<br><br>If a jumper is worn, it must be worn under the blazer. |
| <b>Shoes</b>                                                  | Black<br><br>Smart, flat shoes<br><br>Leather, patent, or suede acceptable                                                                                                                                                                                                                                                                                                                                            | No high heels<br><br>No canvas shoes or trainers<br><br>No boots<br><br>No sandals or flip flops                                                                                                    |
| <b>Tights / Socks</b>                                         | Plain black, grey, or natural tights.<br><br>OR<br><br>Plain black or white ankle socks.                                                                                                                                                                                                                                                                                                                              | No patterned tights<br><br>Tights should not have holes or ladders.<br><br>No trainer socks or knee/above the knee socks<br><br>Socks should not be worn over tights.                               |
| <b>Hair, make up, nail varnish, jewellery and accessories</b> | Make up and jewellery should be discreet and appropriate for the working environment<br><br>Hair must be hair-coloured<br><br><i>CCHS is proud to adopt the <b>Halo Code</b>. We welcome Afro-textured hair worn in all styles including, but not limited to, afros, locs, twists, braids, cornrows, fades, hair straightened through the application of heat or chemicals, weaves, wigs, headscarves, and wraps.</i> | A single, discreet nose <u>stud</u> is allowed.<br><br>No nose rings<br><br>No other facial piercings                                                                                               |
| <b>Coats and outdoor clothing</b>                             | Coats should be smart and suitable for wearing with business wear.                                                                                                                                                                                                                                                                                                                                                    | No hats, scarves, or coats to be worn in school<br><br>Hoodies should not be worn at any time, either on top of or under a blazer.                                                                  |

## **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 Miss F Harrison, Deputy Headteacher (Pastoral), 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 P.E. kit, and that every item is:

- Clean
- Clearly labelled with the child's name
- In good condition
- Worn in the appropriate manner – adhering to the Uniform Policy.

Parents are also expected to contact Miss F Harrison, Deputy Headteacher (Pastoral), 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.

### **5.3 Staff**

Staff will closely monitor pupils to make sure they are in the correct uniform. They will give any pupils and families breaching the Uniform Policy the opportunity to comply but will follow up with the Deputy Headteacher (Pastoral) if the situation does not improve.

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 Trustees**

The Academy 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 and pupils.
- Offers a uniform that is appropriate, practical, and safe for all pupils.

The Academy 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 re-tendering contracts at least every 5 years.

## **6. Monitoring arrangements**

This policy will be reviewed by the Academy Board's Staff & Student Matters Committee on a 3-yearly basis.

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

### **Anti-Bullying Policy**

<https://www.cchs.co.uk/wp-content/uploads/2016/04/Anti-Bullying-Policy-Approved-13-Mar-24.pdf>

### **Behaviour Policy**

<https://www.cchs.co.uk/wp-content/uploads/2016/04/Behaviour-Policy-Approved-25-Mar-22-updated.pdf>

### **Complaints Policy**

<https://www.cchs.co.uk/wp-content/uploads/2016/04/Complaints-Policy-Approved-7-Mar-25.pdf>

### **Equalities Policy**

<https://www.cchs.co.uk/wp-content/uploads/2021/09/Equalities-Policy-Approved-22-Nov-23.pdf>