Chelmsford County High School For Girls

Uniform Policy

Approved by the Governing Body: 11th September 2023

Last Amended: New Policy	Committee Responsible for Review: Staff & Student Matters	
Last Approved: September 2023	Date of Next Review: September 2026	Model: CCHS

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 self-identified gender.
- 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 or if they are experiencing discomfort related to their gender.
- 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 second-hand 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 S. Simmonds & Son Ltd.
Tartan kilt (knee length only) or navy blue trousers	Required	Only available from S. Simmonds & Son Ltd.
A short-sleeved lilac blouse	Required	Only available from S. Simmonds & Son Ltd.
A V-necked navy jumper	Optional	Only available from S. Simmonds & Son Ltd.
Tights or socks	Required	Available from any retailer.
Plain black shoes	Required	Available from any retailer.
P.E. Kit		
Navy & sky blue polo shirt	Required	Only available from S. Simmonds & Son Ltd.
Navy P.E. sweatshirt	Required	Only available from S. Simmonds & Son Ltd.
Navy blue shorts	Required	Only available from S. Simmonds & Son Ltd.
Navy blue skorts	Optional	Only available from S. Simmonds & Son Ltd.
Knee length hockey socks	Required	Available from any retailer.
Legged swimsuit in navy or black	Required	Available from any retailer.
White running or cross trainers with laces.	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.
Swimming cap	Required	Available from any retailer.

Hair & Make-up
Make-up is not allowed for students in Years 7 and 8. Years 9 and 10 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. 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, 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 are S. Simmonds & Son Ltd (www.simmonds-ltd.com). They open a shop at CCHS on two Saturdays during the Summer Term for your daughter to be fitted and for you to purchase uniform.

During the School year, the Simmonds 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.

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, 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

Parents are also expected to contact Miss F Harrison, Deputy Headteacher, 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 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 Governors

The Governing Body 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 Governing Body 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 Governing Body 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-15-Mar-22.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-10-Mar-23.pdf

Equalities Policy

https://www.cchs.co.uk/wp-content/uploads/2021/09/Equalities-Policy-Approved-30-Nov-21.pdf