



# De Lisle College

## Uniform Policy

**Approved by:**

**Governing Body**

**Date: March 2025**

**Last reviewed on:**

**November 2024**

**Next review due by:**

**September 2025**

## **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.

## **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, race, religion or belief, and gender reassignment.

To avoid discrimination, our school will:

- Give all students the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender.
- 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 a way that is appropriate for school yet makes them feel most comfortable.
- Allow students to request changes to swimwear for religious reasons.
- Allow students to wear headscarves and other religious or cultural symbols.

## **Limiting the cost of school uniform**

The school is mindful that deprivation exists and seeks to limit the amount of school specific uniform items that need to be purchased. We ensure uniform is affordable and accessible 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 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
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Avoiding specific requirements for items students could wear on non-school days, such as coats, bags and shoes
- Keeping the number of optional branded items to a minimum, so that the school uniform can act as a social leveler
- Avoiding different uniform requirements for extra-curricular activities

- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents, of any changes
- Consulting parents and students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy
- Supporting parents by using part of the Pupil Premium allocation to purchase essential items of uniform

### **Expectations for school uniform**

#### **Students**

Students are expected to wear the correct uniform at all times with care and pride, including:

- 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)

Students are also expected to contact the senior leadership or pastoral team if they want to request an amendment to the uniform policy in relation to their protected characteristics.

#### **Parents and carers**

Parents and carers are expected to make sure their child has the correct uniform and PE kit, and that every item is:

- Clean
- Clearly labelled with the child's name
- In good condition

Parents and carers are reminded that:

- Variation of school uniform is often attempted by students who try to reassure their parents that "all students do it". Please ignore such reports unless backed by an official school letter
- In emergencies, when obliged to send your child to school wearing incorrect clothing, a written note of explanation is necessary.

Parents are also expected to contact the senior leadership or pastoral team 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

The school will work closely with parents to arrive at a mutually acceptable outcome.

### **Staff**

Staff will closely monitor students to make sure they are in correct uniform. They will give any students and families breaching the uniform policy the opportunity to comply but will follow up in accordance with the behaviour system if the situation does not improve.

If a student attends school dressed inappropriately, we reserve the right to place the student in the BIU until the issue has been rectified and our expectations have been met. Conduct cards will be signed after standing assembly if uniform is not worn correctly.

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 and consult with a member of the senior leadership team for advice.

### **School branded items**

- Black school blazer with school badge
- School tie
- De Lisle tartan school skirt (knee length)
- PE 1/4 zip top
- PE full zip rain jacket (optional)

### **Non branded items**

- White shirt buttoned fully to the neck
- Black school uniform trousers – no skinny trousers, jeans, flared trousers or leggings
- Optional plain black v-neck jumper or cardigan (no rounded necks) which MUST be worn with a black school blazer with badge
- Long black socks or black tights.
- Footwear should be all black shoes (no boots) without visible logos, in line with the expectations on the college website.
- PE black sports leggings
- PE black sports shorts or skort
- Plain black underarmour/baselayer trousers, t-shirt or long sleeve style
- Trainers (any colour)
- Football boots
- Shin pads
- Gum shield
- Water bottle

Club kit is provided to students taking part in fixtures and competitions for the college.

### **Jewellery & Hairstyles**

- Hair colour should be within the range of natural hair colouring (no bright colours and no extreme styles)
- Hair styles should be moderate and appropriate for school as agreed by the headteacher. No extreme hairstyles.
- Jewellery should be restricted to:
  - **1 stud only** in each ear
  - One digital or analogue watch
  - Discreet makeup
  - French manicures are allowed

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#### **Additional Items**

- Long, acrylic and false nails are not allowed due to health and safety reasons
- Scarves, bandanas, woollen hats and gloves may be worn in extreme weather conditions outside. Coats, scarves, hats, bandanas and gloves are NOT to be worn indoors.
- Headscarves worn for religious reasons should be black

#### **The following items are not permissible**

- Hoodie/Sweatshirts
- Visibly noticeable make-up or nail varnish
- False eyelashes and/or false nails/acrylics/unnatural colours
- Baseball caps and other hats are not permitted at any time

#### **Where to purchase branded school uniform**

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#### **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 students
- Offers a uniform that is appropriate, practical and safe for all students

The Governing Body and St Thomas Aquinas Catholic Multi Academy Trust will also make sure that the school uniform supplier arrangements, give the highest priority to cost and value for money, for example by avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

#### **Monitoring arrangements**

This policy will be reviewed annually.

## **Uniform expectations**

Standard college skirt, to be worn at knee length.

Smart, black tailored trousers. (not jeans or leggings).

Plain white school shirt tucked into trousers or skirt.

Plain black socks or plain, natural or black tights.

Black blazer with College badge.

College tie appropriate to key stage.

Black V neck cardigan or sweater (optional).

Smart black school shoes.

Plain black belt.

No facial piercings. Students will be told to remove any facial piercings.

Nail varnish, if worn, must be discreet. (No long acrylic/false nails for health and safety reasons)

Make-up, if worn must be discreet.

Ear piercing – maximum of one stud per ear – no hooped earrings or ear bars.

Facial hair should be neat and trimmed.

Hair – no excessive styles or unnatural colours.

No hoodies/tracksuit tops. De Lisle hoodies are only to be worn in P.E.

### **Compulsory kit items for starters in August 2024:**

Boys

Plain white t-shirt or polo shirt

Plain black shorts

Black ¼ zip midlayer with De Lisle badge\*

White ankle/crew/trainer socks

Sports trainers

Swimming trunks/swimming shorts (any colour)

Towel

Girls

Plain white t-shirt or polo shirt

Plain black shorts/skort

Black ¼ zip midlayer with De Lisle badge\*

White ankle/crew/trainer socks

Sports trainers

Swimming costume (one-piece, any colour)

Towel

At De Lisle, students timetabled for outdoor PE lessons will ordinarily be outside, whatever the weather. With this in mind, we would recommend students wear a plain black base layer top and/or bottoms (examples below), to be worn underneath the t-shirt or polo shirt. A small, discreet logo is acceptable on these items.

As football and rugby lessons take place on grass, it is highly recommended that students wear football boots to reduce slipping.

The following items are optional and may be worn:

Plain black jogging bottoms, sports leggings (durable, thick, non-transparent) instead of black shorts/skort;

Black football socks instead of short white PE socks;

Shin pads (for football, hockey and rugby);

IRB approved gum shields and scrum caps;

Black full zip rain jacket with De Lisle badge\*

\* Please note that the only items that must have the De Lisle badge on them are the ¼ zip midlayer and the full zip rain jacket. No other jumpers, hoodies or coats will be allowed in PE lessons.

For health and safety reasons, no jewellery should be worn, nails should be kept suitably short, and any student with hair longer than shoulder length must have it tied back with a bobble.

### **Physical Education Participation Policy**

All students are expected to take a full and active part in PE lessons and must bring a change of kit (that complies with the kit list supplied to parents and carers) to ensure they are fully equipped for the activities taught.

If students are unable to take physical part in PE lessons, for whatever reason, they should bring a medical note or a note from parents/carers, outlining the reason(s) the student cannot take physical part in PE, to their PE teacher. They must also bring a change of kit (that complies with the kit list supplied to parents and carers) so that they can assist with coaching, officiating, helping with equipment and any other reasonable tasks the teacher asks them to do. By bringing a change of kit, students will be dressed appropriately for all potential weather conditions.

If there are any issues that cannot be resolved using the directives above, the Head of Department should be notified.

### **General guidelines**

No facial piercings. Students will be told to remove any facial piercings.

Nail varnish, if worn, must be discreet. (No long acrylic/false nails for health and safety reasons)

Make-up, if worn must be discreet.

Jewellery, if worn must be discreet

Ear piercing – maximum of one stud per ear – no hooped earrings or ear bars.

Facial hair should be neat and trimmed.

Hair – no excessive styles or unnatural colours.

No hoodies/tracksuit tops. De Lisle hoodies are only to be worn in P.E. (years 9-11).