





TOWNSEND
CHURCH OF ENGLAND SCHOOL

Uniform and Equipment Policy

Last reviewed	September 2023	Next review	September 2024
Review period	Annually	Reviewed by	LGB
Headteacher Signature: Anthony Flack		Chair of Governors Signature: Helen Quenet	

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1. Introduction

At Townsend, our vision 'Achievement For All, Respect For All' is underpinned by the concept of 'Love your neighbour' from the story of the Good Samaritan, Luke 10:25-37. We value everyone, and show love and respect for ourselves and others, setting high standards and supporting each other so that we can all flourish. The concept of 'love your neighbour' is taught in three strands:

1. Love your neighbour – treat others as you would wish to be treated yourself
2. Love yourself – self-care is important, look after yourself physically, mentally and spiritually
3. Love the journey – whether academic or personal, Townsend supports everyone's journeys to enable you to flourish individually and collectively

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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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 sex, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch their Director of Learning for year via the school office (admin@townsend.herts.sch.uk), who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

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 items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- Avoiding specific requirements for items pupils 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's uniform can act as a social leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities, with the exception of PE activities
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- 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

At Townsend Church of England School we believe that wearing a smart uniform underpins our school identity and strengthens our feeling of community. Attending school, dressed smartly in school uniform, is the foundation of our high standards in all aspects of school life, supporting a positive work ethic and promoting good conduct and behaviour, in and around school.

Students in Years 7 – 11 are expected to wear full school uniform from the uniform list below. When considering PE kit, students should choose to wear the items from either PE Kit A or PE Kit B.

Uniform items can be purchased from: **Stevensons, 131 – 135 Victoria Street, St Albans.**

If you buy items from another shop please check that you have exactly the same design and colour. If you are unsure whether a style or item will be acceptable, please ask before purchase. We thank parents/carers in advance for actively supporting our uniform expectations.

Student equipment

Students are expected to be fully equipped for their learning as per Appendix 1 below.

Student Uniform

Blazer	Purple, with badge from suppliers – compulsory for all pupils in Years 7 to 10 – to be worn all day in school and to and from school. Year 11 – Black standard school style, not fashion or fitted style
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Tie	School design from suppliers worn at all times with a skirt or trousers.
Jumper (Optional)	(Optional) Grey V-neck jumper with school trim from suppliers or plain black V-neck jumper. No hoodies, zip up, emblems or round neck jumpers.
Trousers	Plain black traditional school fabric trousers. Tight fitting (skinny) school trousers, jean style, flares, leggings, culottes, shorts or tracksuit bottoms are not acceptable.
Skirt	Plain black school skirt, which must be pleated. Elasticated (e.g. tube/bodycon), pencil or skater style skirts are not acceptable. All skirts must be of an appropriate length.
Shirt	White school shirt with standard closed collar and top button.
Socks	Plain black ankle socks or black tights. No knee length socks. It is not acceptable to wear socks or leg-warmers over tights.
Shoes	Plain black smart leather shoes with enclosed heel and toe, any laces should be black. Boots, trainers or trainer style shoes (Including Air Force 1s), plimsolls, platform soles, or heeled shoes are not acceptable. Please seek advice before purchasing if unsure.
Coat	Plain black or navy blue colour without excessive coloured trim or motif. Suede, leather, light coloured coats, denim jackets or fleeces or hooded tops are not allowed.
Cyclists only:	A reflective band or jacket and a cycle helmet.
School Bag/	Suitable for carrying equipment and/or books.

Physical Education Uniform

PE Kit A

- Black open collar polo sports shirt with school badge (from suppliers)
- Purple skort (from suppliers) or plain black games shorts
- Plain black tracksuit bottoms or sports leggings
- Plain black jumper with school badge (from suppliers) or plain black jumper **without** a hood
- Trainers (plimsolls and converse style shoes are not allowed)
- Football boots and shin pads
- Swimming: Plain black one-piece swimming costume
- **Optional:** Sports jacket with school logo (from suppliers)
- **Optional:** Purple football socks (from suppliers)

PE Kit B

- Black polo sports shirt with school badge (from suppliers) or Rugby shirt with school logo (from suppliers)
- Plain black games shorts
- Plain black tracksuit bottoms
- Plain black jumper with school badge (from suppliers) or plain black jumper **without** a hood
- Trainers (plimsolls and converse style shoes are not allowed)
- Football boots and shin pads
- Trainers (plimsolls and converse style shoes are not appropriate and not allowed)
- Football boots and shin pads
- Swimming – Plain black swimming trunks or swimming shorts with lining
- **Optional:** Sports jacket with school logo (from suppliers)
- **Optional:** Purple football socks (from suppliers)
- **Optional:** Mouth guard (advisable for some activities)

Additional Guidance

School uniform should be worn correctly at all times, both in and out of school. Shirts should be tucked in, top buttons done up and ties worn correctly. We strongly advise that all articles, including bags, are clearly marked with the student's name. If incorrect uniform is worn, students will be given something from our uniform store to wear for the day.

Jewellery

Students may wear a watch and one small stud earring, in each ear. All jewellery must be removed for PE lessons. No facial piercings or piercings elsewhere (e.g. nose, tongue or eyebrow) are permitted. If a student chooses to have such a piercing then this must be planned with sufficient time so that it can be removed before coming into school.

Make-up

We would prefer students not to wear make-up, but discreet and natural facial make-up is allowed. However false eyelashes (of any type), lipstick, lip-gloss and coloured nail varnish (including false/acrylic nails) vibrant make-up e.g. intense make-up are not acceptable. Students will be required to remove makeup that is not discreet.

Hairstyle and fastenings

Any haircut, style or colour deemed by the Head Teacher or Deputy Head Teacher to be unacceptable will not be permitted. Students may wear plain, functional and safe hair accessories. Long hair must be tied up when health and safety is a consideration, e.g. science, PE, technology and other occasions.

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)

5.2 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 are also expected to contact their Director of Learning for year via the school office (admin@townsend.herts.sch.uk), 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.

5.3 Staff

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the following the school's behaviour management policy.

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 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 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 by re-tendering contracts at least every 5 years.

6. Links to other policies









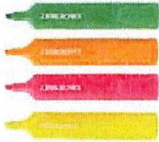
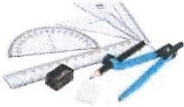

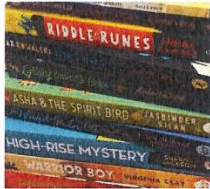
This policy is linked to our:

- Behaviour management policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy

Appendix 1

In my school bag...



 <p>Pencil case <input type="checkbox"/></p>	 <p>Black, blue and red pens <input type="checkbox"/></p>	 <p>Pencils & sharpener <input type="checkbox"/></p>
 <p>Rubber <input type="checkbox"/></p>	 <p>Ruler <input type="checkbox"/></p>	 <p>Glue stick <input type="checkbox"/></p>
 <p>Colouring pencils <input type="checkbox"/></p>	 <p>Scientific calculator <input type="checkbox"/></p>	 <p>Highlighters <input type="checkbox"/></p>
 <p>Maths set <input type="checkbox"/></p>	 <p>Bottle of water <input type="checkbox"/></p>	 <p>Reading book (Y7-9) <input type="checkbox"/></p>

TOP TIPS

- Have more than one pen in your pencil case in case it runs out.
- Pack away your belongings at the end of your lessons.
- With the right equipment you can make your exercise books look really neat – remember to underline the date and title.