SIR JAMES SMITH'S SCHOOL

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Sir James Smith's Community School

UNIFORM POLICY

September 2026

Uniform Policy

Background

1. School uniform plays a valuable role in contributing to the ethos of a school and setting an appropriate tone. Most schools in England have a school uniform or dress code, and other rules on appearance. The school strongly encourages uniform as it can instil pride; support positive behaviour and discipline; encourage identity with, and support for, school ethos; ensure pupils of all races and backgrounds feel welcome; protect children from social pressures to dress in a particular way; and nurture cohesion and promote good relations between different groups of pupils. Above all, we also believe that school uniform supports effective teaching and learning.

2. There is no legislation that deals specifically with school uniform or other aspects of appearance such as hair colour and style, and the wearing of jewellery and make-up. It is for the trust board to decide whether there should be a school uniform and other rules relating to appearance, and if so, what they should be. This flows from the duties placed upon the trust board by statute to conduct the school and to ensure that school policies promote good behaviour and discipline amongst the pupil body. The current expectation regarding uniform and dress can be seen in appendix A.

3. The trust board has delegated to the CEO the decision on how the uniform should be sourced. The CEO should be able to demonstrate to parents/carers how best value has been achieved and keep the cost of supplying the uniform under review.

4. We should ensure that our school uniform policy is fair and reasonable. It should ensure that the uniform chosen is affordable and does not act as a barrier to parents when choosing a school. A school must have regard to its obligations under the Human Rights Act 1998 and anti-discrimination legislation. The school will accept the right of the transgender student to choose their uniform from the school's uniform requirements.

5. The school has decided that the needs of individual groups are outweighed by factors such as:

    - health and safety: the school has a right to expect that long hair can be safely tied back for work in the science laboratory, or technology workshops. Similarly, the school has made the decision to ban pupils from wearing jewellery where it considers that this poses a risk of injury, or where it considers that wearing jewellery to school might place a pupil at increased risk of bullying and harassment
    - security: the school needs to be able to identify individual pupils in order to maintain good order and identify intruders easily; consequently, the wearing of uniform is an aid to security as is not wearing hoodies around the school site, or outer wear in the school buildings
    - teaching and learning: if a pupil's face is obscured for any reason, the teacher may not be able to judge their engagement with learning, and to secure their participation in discussions and practical activities
    - protecting young people from external pressure to wear clothing they would not otherwise choose to adopt, protecting them from harassment, and from having to adopt dress codes associated with extreme or anti-social elements in the wider community, including styles and colours of clothing associated with gangs
    - promoting a strong, cohesive, school identity that supports high standards and a sense of identity among pupils: if some children look very different to their peers, this can inhibit integration, equality and cohesion
    - the need to promote harmony between different groups represented in the school
    - respectful dress – students should be wearing clothing appropriate to a school setting; this means no clothing that deliberately exposes underwear; trousers, shirts, skirts etc.

6. The school will describe its uniform/appearance policy clearly and publicise for example on the school website, in the school behaviour policy, the uniform and dress code of conduct and in any admissions or general school prospectus. Rules on wearing school uniform are included in the home school agreement. Pupils and parents/carers should receive information that makes them aware of school expectations – both what is acceptable and what is unacceptable -- before they are required to express a preference for a school.

7. The school understands that whilst the uniform applies to all students there may be good reason for individual variation. To this end the school:

- considers carefully, once the uniform/appearance policy has been agreed, any request that is made to vary the policy to meet the needs of any individual pupil to accommodate their religion or belief
- considers carefully, once the uniform/appearance policy has been agreed, any request that is made to vary the policy to meet the needs of an individual pupil because of temporary or permanent medical conditions. For example, pupils with skin conditions may be unable to wear specific fabrics, and pupils with foot or leg injuries may be unable to wear school shoes. Further information is included in a training resource pack for schools and local authorities entitled *Implementing the Disability Discrimination Act in schools and Early Years settings*.
- cross references the school uniform/appearance policy against other relevant school policies, such as the behaviour policy.

8. The School Admissions Code places a statutory duty on all trust boards to ensure that their policies and practices do not disadvantage any children. Schemes for remission of cost should cover children eligible for free school meals, and children whose parents are entitled to the maximum level of working tax credit. Schemes should be administered discreetly so that no parent is embarrassed to ask for help. These schemes should be widely publicised and clearly explained in admissions, or other literature provided by the school

We do keep a number of second-hand uniform items, so if you are experiencing problems obtaining supplies, or are experiencing finance hardship, please contact the school.

Details on purchasing school uniform is shared with students once their school placement is confirmed. The school uses an online platform for new uniform purchases. Local buying websites/community groups provide second-hand uniform options, which are required to be in good condition.
The main school uniform is available through SWI - https://www.swischoolwear.co.uk/for-parents.
We are currently phasing out the red jumpers and ties and moving to the blue uniform as per the Acceptable Uniform and Dress Code of Conduct.
The school skirts are available through https://price-buckland.co.uk/
The school will not require more than 2 branded items, Jumper and tie.

The School has been through a competitive tendering process with regard to the introduction of the new skirt which was conducted in Autumn/Spring Term 2023. We will review this through a tender cycle of 3-5 years, ensuring that costs are as low as possible. The school has a commitment to keeping the costs of uniform to a minimum and in view of this, items such as trousers, shorts, shoes, shirts can be sourced through multi-retailers. If as a family you are experiencing financial hardship, please contact the school.

Physical education

9. School uniform includes clothing required for physical education (PE). There is some evidence to suggest that participation and enjoyment of sport is enhanced where pupils feel comfortable about their PE clothing, particularly girls. Sir Jim's took this into account when choosing a PE uniform which is practical, comfortable and appropriate to the activity involved.

Non-compliance with a school's uniform/appearance policy, and school rules

10. The headteacher can discipline a pupil for breach of uniform/appearance policy. However, suspension is not deemed to be an appropriate response to breaches of school uniform/appearance policy, except where they are persistent and defiant. Where a pupil repeatedly refuses to comply with school uniform policy even if they do not otherwise display poor behaviour, suspension could be an appropriate response, depending on the circumstances of the case.

11. The headteacher or a person authorised by the headteacher may ask a pupil to go home briefly to remedy a breach of the school's rules on appearance or uniform. This should be for no longer than is necessary to remedy the breach. This is not a suspension, but an authorised absence. However, if the pupil continues to breach uniform rules in such a way as to be sent home to avoid school or takes longer than is strictly necessary to effect the change, the pupil's absence may be counted as unauthorised absence. A pupil must not be sent home indefinitely or for longer than is strictly necessary to remedy the breach as this could amount to an unofficial suspension. In all such cases parents must be notified and the absence should be recorded. When making this decision, the child's age, vulnerability, how easily and quickly the breach can be remedied, and the availability of the parent, will need to be considered. If the pupil then repeatedly infringes the school's rules on uniform or appearance, this may constitute a disciplinary offence and may be grounds for suspension.

12. Where a pupil is not adhering to school uniform policy, school staff will be considerate and discreetly try to establish why not. There may be good reasons why a pupil is not attending school in the correct uniform. For example, their uniform may have been lost, stolen or damaged. Sending the pupil home or suspending them may not be appropriate in every case. If a pupil is not wearing the correct uniform because their parents are in financial difficulties, the school will be sensitive to the needs of the pupil. A school should give parents time to purchase the required items and/or consider whether a school or local authority clothing grant can be supplied. A pupil should not be made to feel uncomfortable, nor discriminated against, because their parents are unable to provide them with the required items of school uniform.

Human Rights issues

13. The Human Rights Act 1998 protects the right to 'manifest one's religion or beliefs'. The school recognises this may affect the wearing of uniform.

14. Various religions and beliefs require their adherents to conform to a particular dress code, or to otherwise outwardly manifest their belief. Some religions require adherents to wear or carry specific religious artefacts, others may hold a belief that they should not cut their hair, and a number of religions require their followers to dress modestly, for example, by wearing loose fitting clothing, or covering their head.

15. It may be possible for many religious requirements to be met within a school uniform policy and as a school we should act reasonably in accommodating religious requirements.

16. However, the freedom to manifest a religion or belief does not mean that an individual has the right to manifest their religion or belief at any time, in any place, or in any particular manner. The school uniform policy that has the effect of restricting the freedom of pupils to manifest their religion may still be lawful, so long as this interference with pupils' rights is justified on grounds specified in the Human Rights Act. These include health, safety and the protection of the rights and freedoms of others.

17. In fulfilling its obligations, as a school we may have to balance the rights of individual pupils against the best interests of the school community as a whole. Where we as a school have good reason for restricting an individual's freedoms, for example, to ensure the effective delivery of teaching and learning, the promotion of cohesion and good order in the school, the prevention of bullying, or genuine health and safety or security considerations, then the restriction of an individual's rights to manifest their religion or belief may be justified.

Equality and discrimination issues

18. In formulating a uniform/appearance policy, the school will need to consider its obligations not to discriminate unlawfully on the grounds of sex, race, disability, sexual orientation and religion or belief. A school should also bear in mind the concept of 'indirect' discrimination. This involves the application of a requirement, which, although applied equally to everyone, puts those of a particular gender, race, sexual orientation or religion or belief at a disadvantage because they cannot in practice comply with it. Such a requirement will need to be justified.

19. An example of indirect discrimination could be where a school bans 'cornrow' hairstyles. As these are more likely to be adopted by specific racial groups, banning this type of hairstyle without justification could constitute indirect racial discrimination.

Race equality policy

20. The school should consider its uniform/appearance policy in the context of its race equality policy; its obligation to promote equality of opportunity between pupils of different racial groups; and the requirement to assess the impact of school policies on pupils drawn from different racial groups.

Practical considerations

21. Monitoring uniform. In the first instance the SLT & tutor is charged with monitoring uniform compliance and contacting home if a student is failing to dress as per expectations.

- Senior Leaders monitor school uniform on entry to school.
- Students whose uniform does not comply with expectations are asked to address the specific issue on entry to school.
- Students who are unable or unwilling to comply with the uniform expectations are escorted to Reset and are supported to meet expectations, either addressing the issue with the student or loaning the student the appropriate uniform.
- Tutor monitor uniform during a daily Tutor period.
- Morning registration should be used to identify students failing to comply. In most cases there should be a letter of explanation from the parent. Where there is no reason for non-compliance the name of the student should be passed to the Year Team Leader.
- All students are expected to meet the uniform expectations and work with school staff to ensure that any discrepancies are rectified before entering lessons.
- All students who are unable or unwilling to meet the expectations will be held in Reset, while parents are contacted and further support is provided. Parents are expected to provide their child with the correct uniform or support the school in ensuring their child borrows and wears any 'loaned' uniform.
- Persistent non-compliance should be referred to the Key Stage Leader who will invite a parent/carer to a meeting to discuss the best way to resolve the matter

22. When dealing with uniform irregularities staff should always be aware that there may be genuine reasons why a student is unable to conform as per expectations (refer to point 12).

23. The school will hold replacement items of uniform for students to wear. These will be freshly laundered. Students 'loaned' uniform will be expected to hand over an item e.g. mobile phone, to ensure the uniform is returned after use.

24. There are fashion trends which may manifest themselves in less than desirable dressing. A good example is the exposure of underwear by those wearing trousers well below the waist. This is clearly unacceptable and the wearer should be requested to wear their trousers properly.

25. Occasionally a student may come to school with brightly coloured hair. This is not a reason for internal suspension. The tutor or Pastoral Support Team should contact the parent/carer and remind them of the school's expectations and in particular the 'unacceptable' list. The fact that many other students dye their hair un-natural colours does need to be taken into consideration – brightly coloured is a relative term open to interpretation.

26. In an effort to help parents advise their children on appropriate dress for school, appendix A: Acceptable Uniform & Dress Code of Conduct, sets down what is acceptable to wear and what is not. These detailed lists are sent out to parents at various points during the school year. The school expects parents /carers to support the dress code by insisting their child(ren) come to school in the appropriate uniform.

If you would like this in a different format, please contact the school

Reviewed by – Marc Cooper
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Ratified by WCC - September 2026

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Acceptable Uniform & Dress Code of Conduct

Students are expected to arrive at school wearing the correct uniform

Sir James Smith's School will develop and maintain good behaviour and discipline in and out of school through clarity of expectations, simplicity of systems, investment in routines, and highly effective communication leading to positive working relationships.

Sir James Smith's School believes in equality of opportunity and will ensure that students are treated fairly, with respect, and with dignity at all times.

Sir Jim's has a uniform because:

- The vast majority of parents/carers value uniform
- Students tell us they feel smart
- Uniform encourages a sense of belonging
- Dressing for school is associated with positive work habits
- Uniform helps reduce the lure of expensive branded clothes.

General advice:

- Clothing should be named using printed name tag or permanent marker
- Lockers for hats, coats and scarves are available for all students
- Students need a bag large enough to carry A4 files and books
- PE kit is best kept in a separate bag. This should also be named and taken home the same day after use.

When students are not in full uniform, replacements will be provided for the day; these will be freshly laundered.
Clear and obvious deliberate flouting of the uniform code may result in time being spent in the Reset/Reflection room until a resolution is reached.

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Uniform item	Acceptable	Unacceptable	
Footwear	Plain ALL black shoes	Coloured laces High heels Any logo Boots above the ankle Any stripesor trim Flip flops/sandals	
Socks	Plain ALL black socks	White socks Brightly coloured socks Fluffy socks NO Patterns, Logos, Strips or branded	
Trousers	ALL black **Tailored** trousers	Logos/brand –Dickies/SantaCruzetc Skin-Tight Jeans Fashion Combats Jeans/trousers with studs, patch pockets Lycra Leggings Chinos Flares	

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Skirts	Black kilt style skirt purchased from Price and Buckland only https://price-buckland.co.uk/ Professional length	Any other kilt/skirt	
Shorts	Plain black tailored shorts	NO Logos/brand names/sports shorts	
Belts	Plain black belt	Fashion belts, belts not attached to trousers	
White Shirt	Plain white collared shirt (plain white vest/short sleeved t-shirt may be worn underneath) tucked in, with school tie	Coloured/patterned vestsor t-shirts underneath or on show	

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Jumper & Tie **Years 9 - 11**	Black V necked jumper with old school logo Clip-on tie or traditional tie no shorter than 30cm in length	Sweatshirts or hoodies Cannot wear jumper for PE lessons Broken clip-on ties tied at a short-length	
Jumper & Tie **Year 7 & 8**	New Black V necked jumper with blue trim and new school logo Clip-on tie or traditional tie no shorter than 30cm in length	Sweatshirts or hoodies Cannot wear jumper for PE lessons Broken clip-on ties tied at a short-length	
Coats (all outer wear, including scarves, is expected to be removed when entering the school building)	Weather/waterproof outdoor coat any colour School track suit top	Hoodies and other sweatshirts are NOT suitable replacementsfor school jumper No denim jackets	
Scarves		Wearing of scarves during lessons NOT to be worn inside school buildings	
Caps/hats/gloves		NOT to be worn inside school buildings	

The red jumpers and ties and PE uniform have started to be phased out and replaced with the blue uniform; this is available through https://www.swischoolwear.co.uk/for-parents.

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General Dress Code

Schools are no different from many workplaces

Item	Acceptable	Unacceptable	
Jewellery	Earrings - one pair of small studs is acceptable. Watch is recommended.	Flesh tunnels and spacers Rings Bracelets Wristbands (including charity bands) Necklaces should not be visible.	
Make–up and nail varnish	Natural make-up Clear nail varnish and natural nails	Excessive make–up and strong colours Bright nail varnish No Acrylic nail extensions No false eyelashes	
Hair	Natural colours No extreme fashion	Excessive make–up and strong colours Bright nail varnish	
Facial and body piercings	Single discreet plain nose stud (to be removed or covered during practical /active lessons)	All other facial and body piercing including hoops, icons	

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Patterns 'painted' onto skin (henna)		Fake tattoos and patterns using henna or other similar products	
Sir James Smith's School PE Kit			
Item	**Boys**	**Girls**	
Years 9 – 11 **The red uniform is now being phased out and replaced with the blue uniform.**			**Unisex Socks** 
Multisport Top			

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All Years **Black Shorts**	**Unisex Shorts** 	**Female Skort – optional** 	
New Items for Years 7 and 8	**Unisex** 	**Unisex** 	**Unisex Socks** 

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