



Uniform Standards

The Garibaldi School



Approved by: TSB

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Introduction

Our mission is to create transformational schools that belong to their communities and where all pupils and staff achieve more than they thought possible. Our uniform expectations directly match to this; we have incredibly ambitious standards. The uniform is designed to be a visual representation of the school culture, it effectively supports a safe and purposeful climate for learning. Our expectation is that all children and young people will adhere to our high standards of uniform at all times. Our schools will always present uniform policy as not being gender specific.

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1. Aims

This policy aims to:

- Set out our approach to requiring a uniform that is at a 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, 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 in relation to a Health and Safety requirement)
- Allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable

- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with their child's mentor who can answer questions about the 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, this is demonstrated in the costing grid Appendix 1
- 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 the number of items with distinctive characteristics where possible. Currently at The Garibaldi School, there are only two compulsory items of school uniform that is distinctive based on characteristics; the school blazer and the school tie
- We limit items with distinctive characteristics to low-cost or long-lasting items, our ties are an example of this.
- 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 leveler
- Avoiding different uniform requirements for different year groups.
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling 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
- Parents experiencing financial hardship should contact student services who will be able to discuss the options that could be available

4. Expectations for school uniform

Trust Uniform and dress code principles

The Trust requires all students to always wear the correct uniform (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)

School staff are expected to ensure that the exacting standards of uniform are always maintained.

4.1 Secondary School

We regard the uniform as a practical, distinguishing feature that helps pupils to feel part of the school and gives a formal appearance. It is the expectation of the Trust that all pupils wear the uniform based on the principles set out below. Pupils are expected to contact their mentor if they want to request an amendment to the uniform policy in relation to their protected characteristics.

The Garibaldi School requires all pupils to always wear the correct uniform as a minimum this is (other than specified non-school uniform days):

- Blazer with school badge to be always worn properly when moving around the school. (unless permission is given by the Head Teacher in times of extreme heat) Blazers can be removed in lessons and placed on the back of chairs.
- School tie (correctly worn)
- Black or grey skirt (Knee length) pleated not tight-fitting stretchy tube skirts, to be worn with plain black tights only. No socks or patterned tights are permitted.
- Black trousers these should be properly tailored cloth trousers, no leggings, jeggings or cropped trousers
- Black shoes (heels must not be over 2 inches in height) no trainers or casual boots, such as Uggs, are allowed.
- A white shirt with collar (not a polo shirt)
- A V-necked jumper (optional)

In addition to the above guidelines the following principles should also be adhered to as a minimum standard.

- Pupils should change into the schools designated PE kit when undertaking PE lessons. Trainers only need to be brought into school for use in PE or for Sports activities
- Pupils should not wear jewellery except for a watch and one small stud in each ear (no other body studs to be worn) no facial piercings
- Hairstyles should be neat and presentable – natural hair colours only
- Hats must not be worn in and around the school buildings
- No denim should be worn in school
- Shirts must be always tucked in
- Make-up should be minimal and natural; staff have the right to challenge inappropriate or overtly obvious make up applications. Make-up includes nails (colour and length), eyelashes, eyebrows, and foundation – this list is not exhaustive.
- Nails must be a natural colour, and should be no more than 3mm above the end of the finger.

PE uniform

- School logo embossed grey PE polo shirt
- Plain black socks
- Trainers that offer suitable support, either laced or Velcro (plimsolls must not be worn)

Choose one or more from:

- Plain black shorts/plain black tracksuit bottoms/school logo embossed black leggings*

PE Optional extras for colder weather

- School logo embossed black waterproof/fleece lined jacket
- School logo embossed ¼ zip black long sleeved top No hoodies, jumpers or tracksuit tops.

*No other leggings are allowed; the school logo embossed leggings are high quality and ensure modesty.

*Please note: sports brands such as Nike/Adidas etc do not manufacture school shoes. So please, when buying shoes, consider carefully if they conform to our Uniform Policy.

4.2 Post-16

We do not have a formal uniform policy at The Garibaldi School Sixth Form. We recognise the independence that you need to develop and so allow you to make a choice as to how you dress. You must ensure that your dress is appropriate for a school setting. This means for example that we do not allow cropped tops, short shorts, vests, clothing with inappropriate language on it, onesies or any other pyjama-type clothing. We reserve the right to ask you to return home and change should we deem your clothing choices to be inappropriate for the school site.

4.3 Our school's uniform – The Specifics

Specific information about The Garibaldi School's uniform can be found on the School's website <https://www.garibaldischool.co.uk/page.php?p=uniform>

- Compulsory branded or specific items: School blazer and school tie
- Optional branded items: School jumper
- Acceptable generic items: shoes, trousers, skirts, shirts, socks and tights
- Compulsory branded items for PE: compulsory branded grey PE polo shirt
- Optional branded items for PE: Leggings
- Acceptable generic items for PE: plain black socks, trainers that offer suitable support (no plimsolls), plain black shorts, plain black tracksuit bottom & T
- The school's expectations for jewellery and hairstyles (taking into account the requirement described above to avoid discrimination in line with the Equality Act 2010)
- Where the school consider longer hair to be a risk to health and safety pupils will and must tie it back
- Where the school consider an item of jewellery to be a risk to health and safety the pupils will and must remove it. (Please note that students can only wear a single stud in each ear and other jewellery must be kept to a minimum)
- The school has no specific expectations in relation to bags and coats, although hoodies must not be worn.
- The school expects shoes to be formal in design. No trainers or boots should be worn

4.4 Where to purchase it

The supplier of The Garibaldi School uniform is Just School Wear. Please note this is the only retailer for any branded items, both compulsory and non-compulsory.

<https://just-schoolwear.co.uk/product-category/the-garibaldi-school/>

Generic items can be purchased from many different high street retailers or supermarkets. Please check before purchasing any items, they do confirm to The Garibaldi School uniform policy.

School ties and school equipment will be available to purchase from the Garibaldi School shop which is a cash based shop. Students can access this at the start of the school day when entering school site.

Parents experiencing financial hardship should contact Student Services who will be able to discuss the options that could be available regarding second hand uniform or uniform that could be borrowed in the short term.

5. Expectations for our school community

5.1 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 child's mentor if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics

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.

6. Staff

Staff will closely monitor pupils to make sure they are in correct uniform. If a pupil arrives in the wrong uniform schools will work with the pupil and the family to resolve these issues immediately. This may include isolating the pupil until the uniform issues have been resolved. Non-compliance will result in an escalation of sanctions.

Breaches of our uniform policy which includes shirts being untucked will be sanctioned by using the school detention system.

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. It is expected that schools will hold a stock of uniform.

7. 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 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.

8. Links to other policies

This policy is linked to our:

- Behaviour policy
- Safeguarding policy
- Educational Trips and Visits
- Anti-bullying policy
- Complaints policy

Appendix 1: Average cost of uniform per pupil

UNIFORM ITEM	BRANDED?	COST PER ITEM (£)	NUMBER OF ITEMS PER PUPIL	TOTAL COST (£)
Skirt	Yes	25	1	25
Shirt	No	5	3	15

Total cost for girls and boys – even though the policy doesn't list items by sex, we have still considered the different cost implications for pupils based on sex. Additional costs due to religious beliefs has also been considered.

TOTAL COST (GIRLS)	
TOTAL COST (BOYS)	
ADDITIONAL COSTS (DUE TO RELIGIOUS BELIEFS)	

How to complete this document

- o **Uniform item** – list the items in your uniform policy, including PE kit or specific items pupils need for extra-curricular activities
 - o **Branded** – mark whether an item is 'branded' – this means it has distinctive characteristics that are unique to your school or trust
 - o **Cost** – use the costs provided by your school supplier; or to get an average cost for items that parents or carers can buy from a range of retailers, source costs online from a selection of 3 retailers
 - o **Number of items per pupil** – consider how many items a pupil will realistically need (assuming no laundry will be done during the week). If you're unsure, speak to a sample of pupils to find out an average
 - o **Total cost** – multiply the average cost per item by the number of items required
- Cost implications for different pupil groups

- o **Total cost for girls and boys** – even though the policy doesn't list items by sex, we have still considered the different cost implications for pupils based on likely sex. Group uniform items that girls may choose to wear and boys may choose to wear (for example, if a girl chooses to wear a skirt, you're looking to assess whether this would cost more than if a boy were to wear trousers)
- o **Additional costs due to religious beliefs** – consider whether there are any cost implications for pupils with certain religious beliefs. For example, if you require a hijab to be a specific colour, will parents have to buy this on top of their standard uniform? This is an additional cost because another pupil who doesn't wear a hijab wouldn't be faced with this cost