



Highlands

School & Sixth Form

**Dare to
flourish**

School Uniform Policy

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| Reviewed on | January 2023 |
| Next review | January 2024 |
| Governors committee | |

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Section 1: Vision statement

Our uniform policy reflects our values and reinforces our school's culture of high expectations, pride in our appearance and academic achievement. All students must dress according to the Uniform Policy. Our school uniform has three core purposes.

Uniform promotes a sense of pride, belonging and professionalism across our school community.

- By wearing the same badge and the same clothing, pupils are encouraged to think of the needs of the community as well as their own individual needs.

Uniform encourages our students to develop habits for life.

- Students learn about the importance of professional attire and, adhering to rules
- Students learn to take personal responsibility as they are required to be organised and ensure they are in the correct uniform each day.

Uniform prevents unkindness and promotes equality.

- By requiring all our students to wear the same low-cost uniform, we reduce the need for students to own lots of fashionable clothes, which creates peer pressure and divisions within peer groups.
- Whether families have high incomes or low incomes, the students come to school looking the same way. No one has to feel bad about the clothes they have or don't have.

Uniforms reduce distractions.

- We are focused on achieving success. When students are allowed to wear their own clothing, there is potential to talk about fashions and styles rather than learning.

Section 2: Equality and equal opportunities

All students have equal access to wearing the school uniform regardless of their culture, race, religion, gender, disability or ability.

Our uniform is gender neutral. We ensure that the set uniform respects other policies such as equality, race relations, sex discrimination and allows for individual sets of circumstances for all groups and individuals.

We are committed to creating a positive climate that will enable everyone to work free from discrimination and harassment in order to achieve their full potential.

Consideration has been given to how the uniform can be adapted for those who have a disability or who wish to express a cultural, religious or racial identity within the framework of an academy whilst fostering cohesion, safety and a sense of community.

We will do all we can to ensure that this policy does not discriminate, directly or indirectly. We shall do this through regular monitoring and evaluation of our policies. On review, we shall assess and consult relevant stakeholders on the likely impact of our policies on the promotion of all aspects of equality, as laid down in the Equality Act (2010).

Section 3: Requests for reasonable adjustments to our school uniform

Any requests for reasonable adjustments to our uniform policy should be put in writing to the headteacher.

Section 4: Expectations

- Students are expected to adhere to our school uniform policy while travelling to school and from school and during the school day.
- Parents are expected to support the school uniform policy by purchasing the correct school uniform for their child and by ensuring that their child has access to clean school uniform each day. Parents should also ensure that students leave home each morning dressed in the correct school uniform.
- Staff are expected to challenge students who are not in the correct school uniform and apply appropriate sanctions required.

In the event that students are not dressed in the correct uniform or a student persistently does not follow the uniform policy, this will be followed up as detailed in the Behaviour Policy, of which the key points are as follows.

- All students have their uniform checked by pastoral teams as they enter school at the start of the day.
- Students missing an item of uniform are given a red sticker in their planner and a C3, which generates 30 minute detention at the end of the school day. Staff may make exceptions or apply reasonable adjustments. In such cases a green sticker will be given and a C1 code, which is a reminder and does not lead to a sanction.
- Nose rings/studs and any facial jewellery will lead to internal exclusion if not immediately removed.
- Repeated failure to comply with school uniform rules will lead to escalating sanctions.

The headteacher reserves the right to decide whether a student's attire is suitable for school.

Section 5: The school uniform

For students in years 7 - 11:

- Black smart shoes (not canvas, trainers or boots - see section 7. *Footwear*).
- Black socks or plain black tights.
- Plain black trousers or plain black skirt (no jeans style trousers/jeggings/chinos/tight fit).

- White school shirt worn with school tie or white open neck blouse (long or short sleeves).
- School tie (if wearing a buttoned up shirt).
- Green blazer (with school badge).
- V necked green jumper (optional).
- Black or green headscarves worn for religious reasons.

The following rules also apply to our school uniform:

- Trousers must be a traditional tailored style. Tight/stretch style trousers or jeans-related are not permitted.
- Skirts must be worn of modest length, just above the knee.
- Blazer sleeves must not be rolled up.
- Shirts should be fully buttoned and tucked into trousers
- Ties must be neatly knotted and worn to the waist
- Visible t-shirts under the white school shirt are not permitted (a white non visible t-shirt is permitted).
- Hats and caps should not be worn, unless for religious purposes.
- Headscarves worn for religious reasons should be black or green.
- Only black trouser belts are permitted.
- Hats, hoodies and any other non-uniform items or outdoor garments must not be worn in the building at any time.
- Blazers must always be worn when moving around the school building unless otherwise advised by the headteacher.
- Shoes with brightly/different coloured laces are not permitted (only black permitted).

Section 6: PE uniform

All PE kit items must be Highlands School specific items and **not** branded or generic sportswear. Students are expected to only wear a full PE kit that has been purchased from our suppliers Uniform4kids (Lyons School Shop) or Smiths Schoolwear.

Students in years 7-10 should wear their PE kit to schools on the days that they have PE.

Students in year 11 should bring their PE kit to school in a bag, on PE days. They will change into their PE kit in the changing rooms.

- Highlands school PE Hoodie
- Highlands school PE t-shirt
- Highlands rugby shirt (optional)
- Highlands school black tracksuit bottoms
- Highlands black shorts / black skirt / skort
- Highlands black sports leggings
- Highlands school black rugby socks outdoor lessons or plain white socks indoor lessons

- Shin pads (optional for girls)
- Non-marking trainers
- Football boots for lessons on the field (winter period only and optional for girls)

Section 7: Footwear

Students must wear smart leather style shoes. Boots, trainers (including Kicker trainer style shoes), pumps, canvas shoes. Below lists the footwear that is acceptable and not acceptable at Highlands School.



Section 8: Hair, make-up and jewellery

- Subtle make up may be worn. Subtle make-up means foundation or face powder. No other make-up is permitted.
- Eye make-up, false eyelashes, lipstick and lip gloss are not permitted.
- Jewellery is not permitted apart from one stud earring in each ear. Religious symbols (if required) can be worn on a chain inside a blouse/shirt. No rings, bracelets or non-religious chains are permitted.
- Nose studs and nose rings are not permitted.
- Extreme hairstyles, brightly coloured hair (e.g. pink, blue, green), shavings, and tracks (including eyebrows) are not permitted. Any dyed hair should be a natural colour and style.
- Nail extensions, and coloured nail varnish are not permitted.

Section 9: School uniform stockists

We have taken care to ensure that our uniform is affordable and to minimise the number of items that need to be purchased from a particular supplier. Items marked as such must be purchased from our supplier and parents should take care when buying other items to ensure that they meet our expectations.

Highlands School uniform can be purchased from the following suppliers.

Smiths Schoolwear (Cockfosters)

25 Station Parade, Cockfosters Road, Barnet, EN4 0DW

Website: www.smithsschoolwear.co.uk

Contact number: 020 3818 3622

Uniform4Kids (Lyons School Shop)

242 Hertford Road, Enfield, EN 5BL

Website: www.uniform4kids.com

Contact number: 020 8804 3627