



**KINGSTONE ACADEMY TRUST**  
**APPROVED DOCUMENT**

<b>KAT Uniform Policy</b>	
<b>Relevant Schools:</b>	<b>KHS &amp; KTPS</b>
<b>Policy Officer:</b>	<b>Sally Spreckley</b>
<b>Approval:</b>	<b>Delegated</b>
<b>Date of Review:</b>	<b>November 2023</b>
<b>Next Review:</b>	<b>November 2024</b>
<b>Distribution:</b>	<b>Public, on website</b>

## 1. Introduction

It is the policy of the Kingstone Academy Trust that school uniform must be worn. Whilst students are in school uniform, they are representing Kingstone High School and their standard of dress and behaviour should reflect this at all times.

We expect students to look smart and respectable whilst in our school uniform both in and out of school. Form Tutors will check that the members of their form are correctly dressed and equipped at registration, and if not will contact home.

## 2. Aims

**This policy aims to:**

- Clarify our expectations for school uniform
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
- Set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers

## 3. 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:

- Give all pupils the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender
- 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, within the guidelines of our uniform expectations
- Allow pupils to request changes to uniform 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 with the Head of Year, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

## 4. Limiting the cost of school uniform

KAT 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 our blazers, ties and branded sportswear cannot be purchased from a wide range of retailers.

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:

- 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 and/or long-lasting items, such as ties and blazers
- Considering cheaper alternatives to current school-branded items, as long as this doesn't compromise quality and durability
- 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 groups
- Avoiding different uniform requirements for extra-curricular activities
- 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

## 5. Expectations for school uniform

### 5.1 KHS Uniform

<b>Boys' Uniform</b>	<b>Girls' Uniform</b>
<p><b>Compulsory</b>  <b>Navy blazer with embroidered KAT badge</b>  <b>Light Blue full collared shirt</b>, Long or short sleeve  <b>Navy trousers</b>  <b>Socks</b> plain dark grey, navy or black.</p> <p><b>Optional</b>  <b>Navy jumper with embroidered KAT badge</b></p>	<p><b>Compulsory</b>  <b>Navy blazer with embroidered KAT badge</b>  <b>Light Blue full collared shirt</b>                      Long or short sleeve  <b>Knee length Navy skirt or trousers</b>  <b>Socks or Tights</b> plain navy or black</p> <p><b>Optional</b>  <b>Navy jumper with embroidered KAT badge</b></p>
<p><b>Years 7, 8 &amp; 9 Tie</b>                      Navy with diagonal gold stripes.  <b>Years 10 &amp; 11 Tie</b>                      Navy with one diagonal gold stripe and KAT logo.</p>	<p><b>Years 7, 8 &amp; 9 Tie</b>                      Navy with diagonal gold stripes.  <b>Years 10 &amp; 11 Tie</b>                      Navy with one diagonal gold stripe and KAT logo.</p>
<p><b>Black shoes</b>                      Black leather or synthetic leather.</p>	<p><b>Black shoes</b>                      Black leather or synthetic leather</p>
<p><b>A plain dark coloured coat</b> is to be worn                      In cold/wet weather</p>	<p><b>A plain dark coloured coat</b> is to be worn                      in cold/wet weather</p>

<b>Boys' P.E. Kit</b>	<b>Girls' P.E. Kit</b>
<ul style="list-style-type: none"> <li>• <b>Summer kit</b> - Navy blue polo shirt with KHS logo</li> <li>• <b>Winter kit</b> - Gold &amp; navy rugby shirt</li> <li>• Navy blue shorts -KHS logo (<i>Uni-sex</i>)</li> <li>• Navy blue tracksuit trousers - KHS logo</li> <li>• Long Navy blue socks</li> <li>• White trainer socks - summer term</li> <li>• Trainers</li> <li>• Football boots</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Summer kit</b> - Navy blue polo shirt with KHS logo</li> <li>• <b>Winter kit</b> - Grey hoodie - KHS logo</li> <li>• Navy blue shorts - KHS logo (<i>Uni-sex</i>) or Navy blue skort - KHS logo</li> <li>• Navy blue tracksuit trousers with KHS logo or KHS leggings</li> <li>• Long Navy blue socks</li> <li>• White trainer socks - summer term</li> <li>• Trainers</li> <li>• Football boots</li> </ul>

- Students should not wear nail varnish, false nails, make-up or jewellery.
- The only piercings allowed are one small stud in each ear lobe and students may be asked to remove them for safety reasons in some lessons.
- No other piercings are permitted and must be removed.
- Hair must be of natural colour and one colour only. Extreme styles such as shaved heads, shaved patterns are not permitted.

## 5.2 KTPS Uniform

The school uniform consists of:

<b>Boys' Uniform</b>	<b>Girls' Uniform</b>
Grey trousers or shorts Blue shirt Academy jumper Academy tie Black socks Dark, sensible, flat-heeled shoes	Grey skirt or trousers Blue shirt Academy jumper or cardigan Academy tie Grey or navy tights or white socks Dark, sensible, flat-heeled shoes
<b>Boys' P.E. Kit</b>	<b>Girls' P.E. Kit</b>
Navy or black shorts A plain navy t-shirt or a navy Academy polo shirt A navy Academy hoodie Trainers  Cold weather: children can wear dark tracksuit bottoms and tops	Navy or black shorts A plain navy t-shirt or a navy Academy polo shirt A navy Academy hoodie Trainers  Cold weather: children can wear dark tracksuit bottoms and tops.

- For safety reasons, jewellery should not be worn at school. Whilst discouraged, small studs may be worn. In this instance, they must be taped up for PE lessons and removed during swimming sessions.
- Make-up and nail polish may not be worn.
- Children should not have hair styles which step away from what the school considers normal styles or natural colours. This includes shaved patterns into hairstyles.

## **5.2 Where to purchase it**

Branded Kingstone High School Uniform and PE Kit can be purchased from the Monkhouse Schoolwear Specialists, 10A Saint Peter's Street, High Town, Hereford HR1 2LE (Tel: 01432 340720).

Unbranded items are available from a range of high street retailers.

Second-hand uniform is available to purchase from the schools: a range of sizes is available

## **6. Expectations for our school community**

### **6.1 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)

Pupils are also expected to contact their Head of Year (KHS) or Class Teacher (KTPS) if they want to request an amendment to the uniform policy in relation to their protected characteristics.

### **6.2 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 child's Head of Year (KHS) or Class Teacher (KTPS) 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.

### **6.3 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 if the situation doesn't improve.

On-going breaches of our uniform policy will be dealt with by the Head of Year (KHS) or Class teacher (KHS) and reference the Behaviour Policy and Home School Agreement

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.

### **6.4 Trustees**

The Board of Trustees 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.

## **7. Monitoring arrangements**

This policy will be reviewed every year. At every review, it will be approved by the Quality and Standards Committee

## **8. Links to other policies**

This policy is linked to our:

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