

Last review: April 2026

Review date: February 2027

Signed: PN/MM

Approval Committee: Governing Body



# **SCHOOL UNIFORM POLICY**

Gillingham School

Hardings Lane, Gillingham

Dorset, SP8 4QP

## **School Uniform Policy**

At Gillingham School we place great value on school uniform. Our main school uniform applies to Year 7-11, with a separate code for the Sixth Form. It is an integral part of our school and reflects the values and culture of our school. Wearing Gillingham School uniform is central to building a sense of community among staff, students and parents, as well as the local community. Wearing a uniform is important in setting the tone for the attitudes and values required in our school. We seek to instil pride and ambition in our students, and the uniform is an outward expression of this. It also minimises distractions when students are all wearing the same clothing, allowing the focus to be on learning. School uniform is also important in promoting a sense of belonging in school, which is vital to student wellbeing. It also ensures the additional pressures of deciding what to wear and meeting the social expectations of peers is removed. A key finding of the 2021 study on school uniform by the EEF stated that pupil's attire should 'reflect the value and culture of the school' which is the overriding objective of our policy.

### **POLICY AIMS**

We aim to ensure that:

- Our school uniform code is clear to follow
- The school uniform is responsibly priced and easy to obtain
- Parents/carers are aware of where they can get second hand uniform and how to get support in cases of financial hardship
- Parents/carers, students and staff are all aware of the reasons why school uniform is important to our school
- All stakeholders support students to wear the uniform smartly and with pride
- Staff are committed and consistent in tackling breaches of the school uniform code
- The uniform code complies with the obligations under the Human Rights Act 1998 and Equality Act 2010 to ensure it considers the needs of pupils who have a protected characteristic

Following a consultation with parents, staff and students in 2024, the school uniform code has been updated to reflect stakeholder views.

### **All pupils must have**

- School Tie
- Blue formal shirt with collar
- Navy blue jumper or cardigan with the embroidered school crest OR navy blue blazer for all year groups
- Black tailored school trousers OR flared black leggings/trousers OR navy blue pleated skirt worn knee-length (in periods of particularly hot weather, tailored black shorts will be permitted, decided by the school based on the weather conditions)

- Dark charcoal or black socks or tights
- Plain black footwear with no logos

### **Jewellery & accessories**

Earrings must be appropriate for a place of work and not present a health and safety risk. They must be removed for PE lessons. Makeup, hair colour and style should also be appropriate for a place of work. No facial jewellery or fake nails.

### **Uniform Expectations and Compliance**

School uniform must be worn as the design and manufacturer intend at all times. This includes wearing trousers securely at the waist, not rolling up trouser bottoms and ensuring skirts are worn at the correct length and are not rolled up. Altering the fit or appearance of uniform undermines the purpose of a consistent school dress code. Any member of staff who notices a student not complying with these expectations will ask the student to adjust their uniform immediately. This will be done calmly and respectfully, and students are expected to comply without argument. Refusal to comply will result in the student being referred to an SLT 'Natural Consequence' lunchtime correction (see p.7 of the *Behaviour and Written Statement of Principles Policy*).

### **Exclusions to our uniform policy, which are not acceptable**

- Jeans, chinos, cargo, cropped skinny-fit trousers, fitted leggings, tracksuit bottoms
- Mini or tight-fitting skirts
- Hoodies or hooded garments
- Canvas, open-toed, high or wedged heel shoes
- Trainers
- Socks white or coloured

### **PE Kit**

It is essential that all students wear the correct kit for the activity they are taking part in. The following is a guide for the kit your child may need.

Basic kit:

- Plain red sweatshirt or hoodie
- Plain navy tracksuit bottoms/plain navy leggings
- Base layers
- Hats and gloves (optional for cold weather)

*No large logos or stripes please as we want to reduce the pressure and indeed cost of wearing expensive branded garments.*

During the winter months, it is vital your child is prepared for outdoor activities in weather which is often inclement and cold. Regrettably, the wearing of a coat is not allowed and to ensure the safety of your child and other children, all jewellery must be removed.

### **Outdoor Activities Kit**

Trainers for astro and courts

Boots- *required if your child's curriculum involves rugby or football but they can also be used for cross-country.*

White polo or T-shirt, plain navy shorts/skort

Long red socks

Reversible rugby top- *only necessary for rugby*

Shin pads

Gum shield

### **Indoor Activities Kit**

Trainers

White polo or T-shirt

Short white socks

Navy shorts/skort

## **SIXTH FORM DRESS CODE**

### **Smart Mondays**

On Smart Mondays, Sixth Form students are required to dress in a manner appropriate for a professional or business environment. This includes formal or business-style clothing such as smart trousers or skirts, shirts or blouses, and an optional blazer.

The following items are not permitted on Smart Mondays:

- Jeans
- Hoodies
- Trainers
- Other casual clothing

The purpose of Smart Mondays is to give students experience of professional dress expectations and to ensure they are prepared with suitable clothing for interviews, work placements and future employment. As part of the Sixth Form enrichment programme,

students may visit businesses and formal institutions such as the High Court or the Houses of Parliament, where smart dress is required.

The only exception to Smart Monday expectations is during the sitting of final A Level examinations.

### **Regular Dress Expectations (Tuesday–Friday)**

Sixth Form students are expected to act as role models within the school community. While there is greater flexibility in dress for the remainder of the week, students should remain mindful that school is a workplace and that the rest of the school is in uniform.

The expected standard is business casual, allowing for personal choice while maintaining a smart appearance. Clothing should be appropriate to a professional working environment and should not be overly casual or revealing.

Students should avoid items such as:

- Ripped jeans
- Slogan or graphic tops
- Baggy trousers
- Tracksuit bottoms
- Clothing that is excessively short or tight

See the table below for more detail on what is/is not acceptable. During periods of hot weather, students should be particularly mindful of maintaining appropriate standards of dress and remember school is a working environment.

Acceptable clothing includes well-fitted tops, trousers, skirts or dresses, and clean shoes or trainers. Students may choose to maintain Smart Monday standards throughout the week if they wish.

### **Decision-Making and Compliance**

Where there is uncertainty regarding the appropriateness of dress, decisions will be made at the discretion of the Heads of Sixth Form. Students may be asked to return home to change if their attire does not meet expectations.

To support clarity, the following guidance applies:

Appropriate	Not Appropriate
Tailored jackets / trousers	Tops that expose abdomen or chest
Smart jeans / trousers (no rips)	Jogging / track suit bottoms
Tailored shorts	Combat trousers
Skirt / dress of appropriate length	Sport shorts
Smart T-shirts / shirt	Backless or "spaghetti" tops
Leggings only with a longer top	No mini-skirts, short skirts, hot-pants.
Smart jumpers, cardigans, sweatshirts and Hoodies	Flip flops
Smart shoes, boots, leather, smart canvass, trainers	Extreme piercings – no lips or eye-brows.
Ear and nose studs only	

## UPHOLDING THE UNIFORM POLICY

We seek to work in partnership with parents/carers and all staff members in upholding our uniform policy. Regular communication with parents/carers on the importance of uniform occur throughout the year. All staff are expected to play a role in enforcing the policy, as evidenced in the 2021 study by the EEF which stated that 'staff commitment to upholding and consistently maintaining a uniform policy is crucial to successful implementation'. The approach to this will align with the processes and procedures in our behaviour policy. The following strategies will be used:

- Uniform will be checked daily in morning registration / assembly
- Any students wearing incorrect uniform will attend a lunchtime detention. This includes for example, wearing white socks, not wearing the correct jumper/blazer, or no tie.
- Parents will be notified with the expectation that student will return with the correct uniform the next day.
- There will be a zero-tolerance approach to leggings and tracksuit trousers – these students will be taken out of lessons for the day to work with a senior leader, and lose their free time

## HUMAN RIGHTS, EQUALITY AND DISCRIMINATION CONSIDERATIONS

Our school uniform policy makes provision for the Equality Act by ensuring flexibility within the uniform code. All students can choose between wearing a skirt or trousers and have the option of tailored shorts in the summer when permitted by the school. Other reasonable adjustments based on need according to sensory or other conditions, through discussion with the Head of Year and SEND department.

## COST CONSIDERATIONS AND SUPPLIERS

Most items on the school uniform code are of a standard colour and are available to purchase from a variety of retailers and supermarkets. Ties and badges for blazers can also be purchased from the school office or library. Other suppliers include:

*National School Wear Centre, Yeovil*  
*Squires of Shaftesbury*

*Earth Uniform* – [www.earthuniform.com](http://www.earthuniform.com) Navigate to 'Find my School' and you will see Gillingham School

Second hand uniform is donated to local charity shops in Gillingham. In cases of financial hardship, please also get in contact with the relevant Head of Year.

## **UNIFORM CONSULTATION**

Gillingham School uniform has been developed in consultation with all stakeholders in school. This includes governors, staff, parents/carers and students. The most recent consultation took place in spring 2024.

The Sixth Form Committee in consultation with other students have contributed to this Sixth Form Dress Code and have played a key role in finalising its content. A key sentence in the recommendations of the Sixth Form Committee is quoted here.

*Although we appreciate style and individuality, please respect the fact that this is still a school and consequently ask you to abide by the rules of the dress code, which is still very flexible and allows plenty of scope for self-expression.*

## **COMPLAINTS AND CHALLENGES TO SCHOOL UNIFORM POLICY**

Any concerns about school uniform should first be addressed to the Head of Year. If this is not resolved, then complaints should be followed up via the complaints procedure documented in that policy.