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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 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

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.

Exclusions to our uniform policy, which are not acceptable

- Jeans, chinos, cargo, cropped skinny-fit trousers, 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

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	

Indoor Activities Kit

Trainers

White polo or T-shirt

Short white socks

Navy shorts/skort

SIXTH FORM

Sixth Form Students should dress smartly and appropriately for a working environment. It is important that Sixth Form students should be sensitive to the rest of the school community and set an example to our younger students. Our standard of dress is an important part of the culture of our Sixth Form.

The aim is for our Sixth Formers to have a smart appearance, which also allows a degree of personal choice.

However the school is a workplace and student appearance should reflect that. Where there is uncertainty

decisions will be at the discretion of the Heads of Sixth Form. Students who attend school in inappropriate attire may be requested to return home to change. With the following clear guidelines that should not be necessary.

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 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.