



Ribston Hall High School

Uniform Policy

Date of Policy:	May 2023
Persons Responsible:	Headteacher
Date of next review:	May 2025

Aims

This policy aims to:

- Set out our approach to requiring a uniform that is of 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.

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:

- Provide opportunities for all pupils 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)
- Allow all pupils to style their hair in a way that is appropriate for school and makes them feel comfortable.
- 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 Andy Barnard, Head of Pastoral Care, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

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
- 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 any items with distinctive characteristics where possible for example.
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items.
- 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.
- 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.

Expectations for school uniform

Our School Uniform

Years 7 - 11

School uniform must be worn when attending school and school functions unless students are informed otherwise.

- School Blazer
- School sweater (optional)
- Banner three quarter sleeve blouse with yellow stripe
- Ribston Hall High School Bottle Green pleated skirt or
- Black Trousers with the School Logo
- White socks or flesh / black coloured tights
- Black sensible shoes. (Boots, sandals, training shoes, canvas shoes and 'dolly shoes' are not suitable).
- Jewellery
 - A wristwatch can be worn.
 - For those with pierced ears, only one pair of studs may be worn.
 - Nose studs or other piercings may not be worn.
- Hair accessories should be black, green, or yellow.
- Coats - a suitable school coat may be worn. Leather and Denim jackets are not suitable for school and must not be worn.

Physical Education

- IGEN unisex Polo Shirt and Skort in Black and Green with white piping.
- Premium Hoodie in Green and Black.
- Black RHHS track bottoms or Academy stretch leggings in black or skinny track pant also in black with school logo.
- White ankle socks for netball, tennis, rounders, and athletics.
- Green socks for hockey.
- Training shoes are suitable for all aspects of PE. However, it is unwise to send your daughter to school with expensive training shoes.
- Specialist areas: Dance uniform for Key Stage 3 is a compulsory leotard (any colour) and optional black footless tights.
- Swimming: One piece swimming costume and cap for students involved in Swimming Gala event

Where to purchase it

- Parents and carers can obtain the uniform from Monkhouse Schoolwear Specialists alongside some items that can be bought more widely from 'high-street' retailers.
- Second-hand (preloved) uniform
The school has in stock a supply of pre-loved school uniform available to buy via the school finance office. The school also holds sales at key events throughout the year and parents will be notified in advance when these are to be held.

Students can approach Mrs Oliver in the finance office or parents can email TO@ribstonhall.gloucs.sch.uk for further information and stock availability. can be purchased from the school, subject to availability. Please contact h

Expectations for our school community

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 if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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 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.

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 with the Head of Year or Senior Leadership Team if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by using the school's behaviour policy.

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.

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, for example by avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

Monitoring arrangements

This policy will be reviewed every two years by the Headteacher. At every review, it will be approved by Board of Trustees.

Links to other policies

This policy is linked to our:

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