



# Ribston Hall High School Uniform Policy

**Date of Policy:** September 2024

**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 Jumper (optional)
- Banner three quarter sleeve blouse with yellow stripe
- Ribston Hall High School Bottle Green pleated skirt or
- Black Trousers with the School Logo
- Black sensible shoes. (Boots, sandals, training shoes and canvas shoes are not suitable).
- Hijab's should be black, green, or grey.
- Jewellery: Students with pierced ears are permitted to wear a maximum of x2 stud style earrings, per ear. Students who wear nose piercings are permitted to wear one small stud. No other non-religious jewellery will be allowed.
- Coats - a suitable school coat may be worn. Leather and Denim jackets are not suitable for school and must not be worn. Coats should not be worn inside the school building.
- Hair should be of natural colour
- Nails should be of natural colour and length
- Students are permitted to wear natural, understated makeup
- Students are permitted to wear school badges only on their blazer.

#### **Dress Code 6<sup>th</sup> Form**

At Ribston Sixth Form, we not only encourage individuality and uniqueness but also strive for excellence in all aspects of our students' lives. In line with our theme, "**Be Ribston, Be Exceptional**," we expect our students to demonstrate a commitment to academic achievement, personal growth, and positive contributions to the school community. We believe that by embracing this theme and adhering to the uniform policy, our students will embody the spirit of excellence that Ribston Sixth Form represents.

While our uniform policy promotes individual expression within smart business wear, we also emphasise the following principles:

#### **1. Academic Excellence:**

Our students are encouraged to prioritise their studies and strive for academic excellence. The uniform policy serves as a visual reminder that we take our education seriously and aim to excel in all areas of learning.

## **2. Professionalism and Maturity:**

Wearing smart business attire fosters a sense of professionalism and maturity among our students. It prepares them for future endeavours and helps them develop skills in presenting themselves in a confident and respectful manner.

## **3. Pride in the Ribston Identity:**

The uniform policy, combined with the theme of "**Be Ribston, Be Exceptional**," instils a sense of pride in the Ribston Sixth Form identity. Students are encouraged to uphold the values and traditions associated with our school while embracing their own unique personalities and strengths. By adhering to the uniform policy, students demonstrate respect for their peers, teachers, and the learning environment, creating a positive atmosphere conducive to personal and academic growth.

Our uniform policy has been designed to strike a balance between allowing students to express their personal style within certain boundaries and ensuring a cohesive and respectful atmosphere within the school community. Please familiarize yourself with the following guidelines:

### **1. Smart Suit Jacket or Blazer:**

All students are required to own and wear a smart suit jacket or blazer as part of their uniform for formal events such as open days and evenings, cathedral services, and whenever representing the school or sixth form at internal or external formal events. The suit jacket or blazer should be well-fitted, in good condition, and in a neutral colour (e.g., navy, black, grey).

### **2. Smart Business Attire:**

Students are expected to wear smart business attire as a general standard. This includes tailored trousers, dresses or skirts, shirts/blouses, or smart tops.

***Please see points 3 to 8 for further guidance and acceptability.***

### **3. Footwear:**

Footwear should be formal and appropriate for a business environment. Acceptable options include leather or synthetic leather shoes, loafers, or formal boots.

*Trainers, including sports shoes and sneakers, are not permitted. Heels and open toed shoes should also not be worn.*

### **4. Tops:**

Students are encouraged to select tops that reflect their personal style and individuality within the boundaries of smart business wear. A white school blouse or shirt is also suitable.

\*All tops should be modest, well-fitted, and appropriate for a professional setting.

Shirts/blouses should be appropriately buttoned and tucked in.

*Hoodies, crop tops, and casual t-shirts are not permitted. Tops with slogans or large or inappropriate logos are also not permitted.*

### **5. Bottoms:**

Students should opt for smart or tailored trousers, chinos, or dresses and skirts of an appropriate length.

\*Dresses and skirts should be at least fingertip length when the arms are placed by the sides, to maintain a professional appearance.

Smart, tailored knee length shorts may be worn in the summer term.

*Body con dresses or stretchy skirts are not suitable.*

*Jeans, leggings, tracksuits, and any other casual trousers or bottoms are not permitted.*

### **6. Accessories:**

Students are allowed to accessorise their uniform, keeping in mind the need for a professional and smart appearance. Students should aim for a polished and tasteful look, avoiding extremes that may disrupt the learning environment.

Cultural or religious dress may be worn. Please ask if you have any questions about this. In instances where students have cultural or religious requirements that differ from the uniform policy, reasonable accommodations will be made.

Students will be issued with a school lanyard in their House colour, with a scanning in and out card which will be used if they leave school at lunch time or for pre-agreed appointments. This must be worn every day and can be used to pin school badges on to.

*Excessive or distracting accessories are discouraged.*

### **7. Body Modifications:**

While we respect and celebrate individuality, certain body modifications are not permitted in the school environment.

*Excessive piercings are not permitted. As a guideline, one nose piercing and two ear piercings per ear would be suitable.*

*Spacers (ear gauges/plugs) are not allowed to be worn during school hours or at any school events.*

### **8. Personal Hygiene and Grooming:**

All students are expected to maintain high standards of personal hygiene and grooming.

Hair should be neat and tidy.

Makeup should be kept minimal and natural-looking.

*Extreme hairstyles are discouraged.*

Failure to adhere to the uniform policy may result in appropriate disciplinary action. We believe that by upholding these standards, we can create a positive and respectful environment that fosters personal growth and academic excellence.

Please note that this uniform policy is subject to review and updates periodically.

### **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](mailto:TO@ribstonhall.gloucs.sch.uk) for further information and stock availability.

## **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