


# Uniform Policy



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Signature of LGB  
Chair



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## 1. Introduction

At The Earls High School our high expectations apply to our School Uniform as well as all other aspects of the education we provide. We believe that a formal, smart uniform is in the best interests of the school, our students and the local community that we serve. We are grateful for the support of our parents and of the students themselves in achieving high standards of dress and appearance both in and out of school.

**Students are expected to respect and adhere to the uniform code and we ask parents to help by supporting us in this endeavour.** To enable us to reinforce and maintain these high standards, and to ensure fairness, it may be necessary on rare occasions to use appropriate sanctions.

Our uniform is practical, cost-effective and easily maintained; and one that students wear with pride. It removes the pressure from our students to judge or be judged about the way they dress during the school day and therefore has a positive effect on mental health. In addition, it allows our students to be recognisable in the wider community and ensures that students are modestly dressed and safe to take part in school lessons and activities.

The policy gives due consideration to the guidance issued under the '[Cost of School Uniform](#)' from the Department for Education.

## 2. Objectives of the policy

The policy sets out to:

- Describe clearly the expectations we have for school uniform.
- Ensure that uniform remains high profile by outlining the roles of staff in monitoring school uniform.
- State the role of parents and governors in supporting our school uniform.
- Outline the consequences for students not meeting school uniform expectations.
- Outline how the school ensures that the cost of uniform is reasonable, that second-hand uniforms are available and how support is provided with the cost of school uniform where necessary.

## 3. The Role of Parents

We are grateful for the support of our parents in helping us achieve and maintain high standards of uniform.

We ask that parents;

- Work in partnership with the school to ensure that all students are sent to school in the correct uniform.
- Reinforce our expectations with regard to general appearance, eg hairstyles, piercing, etc.
- Communicate with the school, for instance by writing a note in the planner, if for some unavoidable reason a student has to attend school without full uniform.

If a student persistently fails to wear our school uniform, parents may be contacted to bring in the correct clothing.

#### 4. The Role of Governors

It is the role of governors to;

- Approve the policy and ensure that it is reviewed regularly.
- Monitor the implementation of the policy to ensure that it is fit for purpose and it is implemented fairly and with sensitivity.
- Ensure that the school uniform policy meets all statutory guidance concerning equal opportunities and cost.

#### 5. The Role of Staff

It is the role of all staff at the school to ensure that the policy is followed by the students, specifically:

Form tutors will check each student's uniform during registration period. If any students are not in school uniform Form Tutors will record it on Class Charts. For students who are persistently not meeting uniform expectations, they will refer them to their Year-Coordinator.

Pastoral staff will carry out spot checks on uniform and for those who are persistently not meeting expectations they may put in place interventions to support the student such as:

- Contact home by letter, email or telephone
- Asking parents to bring in the correct uniform
- Loaning students the correct uniform from our uniform stores
- Issuing detentions or other sanctions

All staff should support the uniform policy by asking to see the planner of students who are not in the correct uniform. If a student is out of uniform without permission they should be sent to student reception. This should be done in a non-confrontational way, using the 'praise before prompt' strategy.

#### 6. The Role of Students

- Students will respect and adhere to our uniform code and wear their Earls uniform with pride.
- Students can expect to be challenged if they fall short of our high expectations.
- Students must organise themselves and bring PE and other specialised kit to school when required. Repeated failure to bring kit can also lead to further sanctions and parents/carers will be contacted.

## 7. Uniform

Our school uniform is compulsory. Some items must be purchased from our suppliers (S). For other items (O) parents may choose to purchase equivalent styles from a shop of their choice.

- **Jumper:** Navy blue jumper (V-neck) with school badge (S)
- **Trousers:** Traditional charcoal grey or black, of traditional length & width (no tight-fitting styles allowed) (O)
- **Skirt:** The only permitted skirt is a black pleated knee length skirt, worn with black tights minimum 40 denier (O)
- **Tie:** Clip on The Earls High School tie (S)
- **Shirt:** White plain shirt of traditional style (long or short sleeved) (O)
- **Shoes:** Plain black polishable, low heeled shoes (no visible logos) (O)
- **Socks:** Dark grey/black, to tone with shoes & trousers. (O)

### Other Information

- All uniform (both PE and school) should be labelled with the student's name.
- Denim or leather jackets are not acceptable as outdoor coats.
- Hooded tops should not be worn in school, as either a substitute for the school jumper or as an outdoor coat.
- Hats or hoods should at no time be worn inside the school buildings.

## 8. Kit

Our PE Kit is compulsory. Items must be purchased from our suppliers (S).

- Navy games polo shirt (Earls logo) (S)
- Navy shorts (S)
- Earls Navy football socks (S)

**Outer layers:** These outer Layers are optional, but if outer layers are required, they must be purchased from our suppliers – no other outer layers are permitted.

Navy Earls Mid-Layer Sports Top (S)

Navy tracksuit bottoms / Earls Leggings (available from Dancers only) (S)

### Footwear:

Trainers - compulsory

Football boots and shin pads (boys only)

## 9. Hair, Makeup Jewellery and Nails

### Jewellery

- Excessive jewellery should not be worn in school.
- For health and safety reasons, only studs are allowed to be worn in the ear, not hoops or dangling earrings. All other piercings are unacceptable.

- Students may wear a single ring.
- No ankle bracelets are allowed.

### Makeup

- Students may wear light make up.
- If the school deems that make up is too heavy students may be required to wash it off, either at school or returned home to do so.
- False nails/eye lashes are not permitted.

### Hair

- Students are not allowed extreme hair styles that would bring undue attention to themselves. Hair colouring should be of natural shades and all one colour.
- There should be no 'lines' in the hair.
- Parents are asked to remind their children of these important requirements with regard to hair on a regular basis and in particular when their son or daughter is due to visit the barbers or hairdressers! Pupils are expected to remember these requirements when they visit the barbers or hairdressers

## 10. Value for Money

The Earls High School takes seriously our responsibility to ensure that school uniform is affordable. We do this in the following ways:

- For Earls specific items we provide a choice of three uniform suppliers.
- We avoid logos on school trousers, skirts and shirts to allow parents a choice of where they purchase.
- We encourage second hand uniform through periodic second hand uniform swaps. Each Year Coordinator holds spare second hand uniform and parents should make contact if required.
- We have a limited hardship fund that we use to provide financial assistance. Again, contact should be made through your child's Year Coordinator.

## 11. Current Suppliers

Messrs Dancers Ltd  
Peckingham Street  
Halesowen  
B63 3AR

Clive Marks School Wear  
4/5 Shires Oak Road  
Bearwood  
Warley

A Oakes  
176 – 188 Vicarage Road  
Oldbury  
Warley  
B68 8JB

## 12. Related Policies

Other policies and documents to read alongside the attendance policy include

- Child Protection and Safeguarding
- Behaviour Policy
- SEND
- Supporting Students with Medical Conditions

## 13. Data Protection Law

This policy adheres to the principles under Data Protection Law. For further information please review schools Data Protection policy published on schools website

## 14. Monitoring and Review

The governing body will review the uniform policy on an annual basis.