Queen Elizabeth's Girls' School
Educating Women of the Future
Founded in 1888

School Uniform Policy

POLICY TITLE:	School Uniform Policy
STATUS:	Statutory
REVIEWED BY:	Governing Board
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1. 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 inline with our legal duties under the Equality Act 2010
- Clarify our expectations for school uniform

2. 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:

- Avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair, although we reserve the right to ask that long hair be tied back
- Allow all pupils to style their hair in a way that is appropriate for school, and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons, or if they are experiencing discomfort
- 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/carers to get in touch with their Head of Year, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

3. 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 (DfE) on the cost of school uniforms.

We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo attached or be in a unique fabric or style) cannot be purchased from a wide range of retailers, and that requiring many such items limits parents/carers' ability to shop around for the best price.

We will therefore make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents and carers

We will do this by:

- Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of:

4 or fewer, if 1 item is a tie

- Carefully considering whether any items with distinctive characteristics are necessary, and limiting these items where possible; for example, by only asking that the blazer, worn over a jumper/cardigan, features the school logo
- Limiting compulsory branded items to low-cost and/or long-lasting items
- Considering cheaper alternatives to compulsory branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- Avoiding specific requirements for items such as coats, bags and shoes/trainers that pupils could also wear on non-school days. See more information in section 4.1
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities including (but not limited to) music and drama
- Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters
- Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
- Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective pupils, and publishing this information on our website
- Avoiding frequent changes to uniform specifications, and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy, and carefully considering any complaints about uniform in line with the school's complaints policy
- Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- Continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money

4. Expectations for school uniform

4.1 Our school's uniform

Compulsory Items

		
Navy blazer with Tudor rose logo	Light blue kilt with Tudor rose logo	Light blue long sleeved open neck blouse

		
Light blue short sleeved open neck blouse	Black opaque tights	White lab coat

		
White apron	Navy School polo shirt for PE lessons/sports	Navy School shorts for PE lessons/sports

		
Navy School tracksuit top for PE lessons/sports	Light blue sports socks for PE lessons/sports	Navy School leggings for PE lessons/sports

		School Shoes & Sports Trainers (see below for details)
Navy or black swimsuit	Swimming cap (name to be written on outside)	

**This item can be substituted for tailored navy trousers (see below)*

Optional Items

		
Navy tailored 'smart' trousers	Navy v-neck sweater with Tudor rose logo*	White ankle socks (for use 1st May – 30th Sept)
		
Plain black or navy outdoor coat Various Suppliers	Plain navy scarf for outdoor use Various Suppliers	Discrete plain black or navy hairband or ties Various Suppliers

Hats may be worn; however, these must be plain blue or black and free from logos, slogans or decorative features, including novelty items such as ears. Earmuffs must also be plain.

Footwear

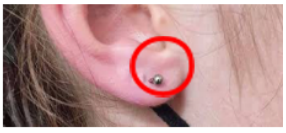
Appropriate footwear can be purchased from any supplier, providing it meets the requirements stated below. Images are for illustrative purposes.

	
School Shoes Leather or leather-look plain black flat formal shoes (no plimsolls, Converse, Vans or boots)	**Trainers** Comfortable sports trainers with non-marking soles (plimsolls are not permitted)

Uniform expectations and standards

All students are expected to wear the correct school uniform at all times. This includes when travelling to and from school. When wearing our uniform, students represent Queen Elizabeth's and are role models in the community both inside and out of the school grounds. While the list below is not exhaustive it looks to remove any elements of fashion or trends. The school will respond in kind when these occur.

Jewellery



✓ Students are allowed only a small plain silver or gold stud (matching) which may be worn in each ear lobe. Students are allowed a small religious symbol to be worn inside the blouse (and covered).

✗ We do not allow piercings to be worn on the tongue, gum, inner lip, cheek, eye brow, wrist, nose or upper ear (only the bottom of the lower ear lobe is allowed). Returning from holidays with piercings is not acceptable. The same rules apply.

Socks, Tights and skirt

Opaque plain black tights are the uniform standard all year.

✓ White ankle socks are allowed from the 1st May until the 30th Sept.

Skirts must not be more than 5cm above the knee and the whole school logo should be visible at all times.

Plain black tights means there should be no patterns of any sort.

The white ankle socks should not be frilly, include or have a bow. They should be without a logo or emblem and any other colour sock is not permitted. Angle bracelets of any description cannot be worn.

Skirts rolled up is not permitted.

School shoes

Sensible flat walking shoes in black leather/leather look.

Trainers, boots, vans, Converse and casual shoes are not permitted. Kickers (or similar) coming up over ankles are not permitted.

Nail polish, false nails, hair and makeup

Hair styles should be simple and should not draw undue attention to a student

Natural Spectrum Rule: Hair colour must fall entirely within the spectrum of naturally occurring human hair tones (e.g., natural shades of blonde, brown, black, or auburn). Unnatural tones, including neon, pastels, or extreme platinum/peroxide bleach shades, are not permitted.

- **Colouring & Highlight Rule**: If hair is dyed, lightened, or highlighted, the resulting shade must look natural and blend seamlessly. High-contrast bleaching, stark two-tone styles, or unnatural colour blocks are not allowed.
- **Uniform Tone Provision**: Subtle highlights or lowlights are acceptable provided they remain within two shades of the student's base hair colour and not don create an artificial, bleached appearance.

Hair coverings can be worn for religious reasons and must be plain, undecorated navy or black.

Nail colour or nail extensions should not be worn. Makeup and false eyelashes are also not permitted.

Students found to be wearing makeup will be instructed to remove it.

No metal clasps for use in braided hair.

Accessories



Toys and fashion trends like slime and fidget spinners are not permitted. This list may be added to.

- No accessories are allowed on school bags. For example, furry tails, clip-on accessories or keychains are not allowed.

General Pointers

- All items of uniform MUST be clearly labelled with the student's name.
- Jewellery will have to be removed for any practical activities and hair must be tied back appropriately.
- Subject specific risk assessments may necessitate amendments to the above expectations.

4.2 Where to purchase or acquire it

Students are required to wear their uniform correctly at all times while in school but also when travelling to and from the school since students represent us in the wider community during those times.

Due to the school's heritage and its name's connection to the Royal Family, our name and logo are Trade Marked by special permission of the Lord Chamberlain's Office, with conditions under which the name and logo can be used. To meet these conditions, we have two contracted suppliers of our uniform:

Uniform4Kids https://www.uniform4kids.com/collections/queen-elizabeths-girls-school	Available online and in stores in Enfield, Mill Hill and Temple Fortune.
Smiths Schoolwear https://www.smithsschoolwear.co.uk/c/484/Queen-Elizabeths-Girls-School	Available online and in stores in Enfield and Cockfosters

Please note that any other supplier who claims to stock our uniform, is selling counterfeit products of poor quality and is in breach of Trade Mark laws.

The school may, from time to time, hold a limited supply of pre-loved school uniform items. These items are available free of charge to parents and carers upon request, subject to availability. To ensure fairness, families may request one set of available uniform items only per child.

5. Expectations for our school community

5.1 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 **Heads of Year or Designated Safeguarding Lead (Ms Myatt),** if they want to request an amendment to the uniform policy in relation to their protected characteristics.

5.2 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/carers are also expected to contact their daughter's **Heads of Year or the Designated Safeguarding Lead (Ms Myatt),** if they want to raise a query regarding the uniform policy in relation to:

- Their child's protected characteristics or diagnosed learning need/s
- The cost of the uniform

Parents/carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner in accordance with the school's complaints policy.

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/carers to arrive at a mutually acceptable outcome, for example if financial assistance is appropriate.

5.3 Staff

Staff will closely monitor pupils to make sure they are in the correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the deputy headteacher with responsibility on Standards and Behaviour- Ms Abimbola, if the situation doesn't improve.

Ongoing breaches of the school uniform policy will be addressed through sanctions applied in line with the Behaviour for Learning 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 and the pupil will not miss classroom teaching because of a sanction. This is in line with the statutory guidance.

5.4 Governors

The governing board 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/carers, 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.

6. Monitoring arrangements

This policy will be reviewed every two academic years by Ms Abimbola- Deputy Headteacher. At every review, it will be approved by the board of trustees.

7. Links to other policies

This policy is linked to our:

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