



P24: UNIFORM POLICY

Our school uniform plays a valuable role in contributing to the ethos of The Commonweal School. It helps to support positive behaviour and discipline and protects children from social pressures to dress in a particular way. When this works, it instils a sense of pride and belonging, and sets an appropriate tone for a positive working environment. The support and co-operation of parents is essential.

In extreme weather conditions, the Headteacher will inform parents if the uniform needs to be adapted on a temporary basis.

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 sex, race, religion or belief, and gender reassignment.

To avoid discrimination, Commonweal will:

- Avoid listing uniform items based on sex, to give all pupils the opportunity 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 the way that is appropriate for school yet makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking students or their parents to get in touch with Mrs A Merk (Deputy Headteacher), Mr J Woods (Assistant Headteacher) and their child's Head of House who can answer questions about the policy and respond to any requests

Limiting the cost of school uniform

Commonweal 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 Commonweal items, 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 strive to make sure our uniform is available at a reasonable cost, providing the best value for money for parents/carers

We do this by:

- Limiting items with distinctive characteristics where possible
- We do not have specific requirements for items students could wear on non-school days, such as coats and bags
- We keep the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler
- We do not have different uniform requirements for extra-curricular activities
- We make sure that arrangements are in place for parents to acquire second-hand uniform items through our PTA
- We make it clear to parents that many uniform items are available from high street retailers and supermarkets as well as the Uniform shop
- We try and avoid frequent changes to uniform specifications

CORRECT SCHOOL UNIFORM

Years 7, 8 & 9

Plain blue shirt

School tie

Plain black trousers/ pleated skirt

Low heeled plain black shoes (no logos)

Blue V-necked school jumper/cardigan

Summer Term only: a Commonweal blue polo shirt may be worn instead of shirt and tie

Years 10 & 11

Plain white shirt

School tie

Plain black trousers/pleated skirt

Low heeled, plain black shoes (no logos)

Black V-necked school jumper/cardigan

Summer Term only: a Commonweal white polo shirt may be worn instead of shirt and tie.

The jumpers/cardigans/polo shirts for all students must hold the school coat of arms

WEARING THE SCHOOL UNIFORM

- Uniform must be smart and appropriate for the school environment.
- No extreme of fashion is allowed.
- Offensive lettering or suggestive logos/comments on clothing, school bags and books are prohibited.
- Collars must be designed to take the school tie. Shirts must be tucked in fully. Shirts that do not tuck in are not deemed to be suitable for school.
- The tie must have a proper knot, which must be by the top button of the shirt. The tie must be waist length.
- Skirts are to be pleated and of sensible length. No tube skirts, splits or embroidery etc.
- Jeans, cropped trousers, leggings and jeggings are not permitted.
- Coloured tops / sweatshirts / hooded tops / polo necked jumpers are not to be worn at school – **and are not school uniform.**
- All black footwear is to be worn at all times during the school day. Logos or marks on the footwear in a different colour from black are not permitted.

ALL ITEMS OF CLOTHING SHOULD BE NAMED

WEARING OF OTHER ACCESSORIES, AND GENERAL APPEARANCE

- **No headwear should be worn in school unless authorised**
- Jewellery is restricted to one watch, one pair of earrings (studs/sleepers), and one ring.
- **Nose studs or other body piercings are not allowed.** Outlandish hair styles, cuts or colour are also unacceptable.
- Coats are to be plain and sensible and not to be worn in class.
- Make-up is actively discouraged but if worn, should be discrete.
- **Any excessive make-up must be removed.**

Any item not mentioned above is not considered to be school uniform and will not be worn to school.

Uniform will be checked by tutors and class teachers on a daily basis. Students who are not dressed appropriately will be spoken to about their dress and how it can be rectified as quickly as possible. Non uniform items will be recorded by Tutors in Student Planners. Persistent wearing of a non-uniform item can lead to a student being placed on a Uniform Report Card, also located in the Planner. Parents will be informed.

PURCHASING SCHOOL UNIFORM

School uniform can be bought in the following ways:

1. In the Monkhouse store **Unit 1B, Plaza 21, Sanford Street, Swindon, SN1 1HE /Tel: 01793 520843 Email: swindon.shop@monkhouse.com**

2. Online using the following link: [The Commonweal School \(URN-137190\) - School \(monkhouse.com\)](http://monkhouse.com)
3. Online through the My Clothing website: <http://schooladmin.myclothing.com> (school ties and PE kit are **not** available through My Clothing)
4. Appropriate items which meet the Commonweal Uniform requirements, including shirts, trousers and pleated skirts can be purchased from high street retailers and supermarkets as well as the Uniform Shop.
5. The Commonweal PTA offers an active second-hand uniform shop where orders are processed weekly and parents have the option of collecting their items or these are given to students in school – this is done discreetly by the runners. Please see the school website for details or contact uniformcommonwealpta@gmail.com.

KIT FOR PHYSICAL EDUCATION FOR ALL STUDENTS

Outside:

Royal blue rugby top with black panels and school badge

Royal blue quarter zip fleece with black panels and school badge - optional for KS3 girls

Royal blue hooded top with black panels and school badge – optional for Year 9-11 girls

Black shorts/black tracksuit bottoms

Royal blue knee length socks

Boots and Trainers

Shin-pads

Towel (optional)

Indoor:

Royal blue t-shirt with black panels and white trim (fitted, optional)

Black shorts

Royal blue knee length socks

Trainers (appropriate for physical activity, e.g. no daps, skateboard shoes etc.)

A SUITABLE BAG TO CARRY THE EQUIPMENT

Parents have the option of marking PE tops with their child's initials.

No jewellery of ANY type is to be worn during PE/Games lessons

PE uniform items can be purchased at the **Monkhouse store, Unit 1B, Plaza 21, Sanford Street, Swindon, SN1 1HE /Tel: 01793 520843 Email: swindon.shop@monkhouse.com** or online: [The Commonweal School \(URN-137190\) - School \(monkhouse.com\)](http://monkhouse.com)

PE uniform items such as black shorts and royal navy socks can be purchased from high street retailers and supermarkets as well as the Uniform Shop

The Commonweal PTA also have a supply of second-hand PE kit.

Expectations for our school community

Students:

Students 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)
- Students are also expected to contact Mrs A Merk, Mr J Woods and their Head of House 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 Mrs A Merk, Mr J Woods and their child's Head of House 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 students to make sure they are in correct uniform. They will give any students and families breaching the uniform policy the opportunity to comply but will follow up with the Head of House if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by Heads of House and Student Support SMT

In cases where it is suspected that financial hardship has resulted in a student not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

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 and students
- Offers a uniform that is appropriate, practical and safe for all students

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 and Review

The Personnel and Welfare of Students Committee will review this policy on a yearly basis, or more often if appropriate and will review in July 2023.