

### PRINCIPLES

#### We aim to:

- ensure that the school's uniform and Sixth Form dress code does not discriminate unlawfully on the grounds of gender, disability, culture, race, sexual orientation, religion or belief by accommodating these needs within our policy;
- ensure that the secular nature of the school is upheld;
- ensure that the school pays proper regard to its equal opportunities responsibilities under the Sex Discrimination Act 1975, the Human Rights Act 1998 and the Race Relations Act 1976;
- ensure that the school assesses the impact of its uniform with regard to the requirements outlined in the Race Relations Amendment Act. This ensures that the school is sensitive to the needs of different cultures, races and religions and that the school will continue to accommodate those needs, for example in continuing to allow Muslim girls and Sikh boys to wear traditional/appropriate black or white headdress;
- ensure that our policy does not discriminate on the grounds of gender by, for example, allowing girls to wear trousers;
- provide parents, students and staff with clear written guidance on uniform, pre and post admission;
- provide a uniform which is comfortable, durable and cost-effective;
- ensure that the clothes and footwear students wear to school do not present a health and safety or safeguarding risk;
- ensure that our uniform is recognized in the local community and is worn in a manner that reflects the school's ethos and expectations;
- ensure that personal appearance is a holistic part of our overall uniform policy;
- ensure that the cost of uniform does not discourage parents on low income from applying for a place at the school;
- provide parents on low income assistance with the purchase of uniform;
- ensure that uniform is readily available via a bi-weekly on-site school shop.

Date of Review	August 2021			
Reviewed by	Ross Wilson   Deputy Head			
Date of Approval	<i>Pending</i>			
Approved by	Governing Body			
Date of Next Review	Summer 2022			
Location	L:drive	✓	Website	

## PRACTICE

### 1. GUIDANCE ON UNIFORM

- 1.1 Prospective parents are informed about the uniform via the school's prospectus and website. The Royal Borough's Secondary Transfer booklet also provides information.
- 1.2 All new parents/students joining the school are asked to sign our Home/School Agreement in relation to uniform and purchase in advance of September admission.
- 1.3 The school's supplier, Stevensons, open a weekly shop on site to ensure that uniform is regularly available to parents. The Uniform Shop is open on Tuesdays and Thursdays from 14.45 until 16.15 during the school term. Opening times during holiday periods will be communicated in advance with parents.
- 1.4 The school has guidance, to students and parents/carers, communicated through the Student Planner and Parent Planner on inappropriate dress in school and around the school site. This includes guidance on, hooded tops, hats, facial and body piercing.
- 1.5 Students are forbidden to wear items of clothing or adornment which could be described as *dangerous*. For example, steel-capped boots, heavily chained belts, sharp bracelets etc. are not permitted. It is for teachers and Leaders to apply their judgement *reasonably* in defining '*dangerous*' in these contexts, and in acting upon those judgements in the best interests of other students' *health and safety*. The school's judgement is final.
- 1.6 Hair must not compromise health and safety or cause offence. For example students with long hair will be required to tie this back securely during practical lessons. It is essential to consider impressions in the community. For example, shaved eyebrows, tramlines in hair, top-knots, highly colour-dyed hair or closely shaved heads are not permitted. Individual students will be spoken to with sensitivity, to ensure understanding and where necessary, parents involved.

### 2. FEMALE STUDENTS

- 2.1. The Holland Park girls' jacket.
- 2.2. The Holland Park girls' skirt or trousers.
- 2.3. The Holland Park blue blouse.
- 2.4. A Holland Park cardigan.
- 2.5. The Holland Park PE kit: tracksuit bottoms and House polo shirt.
- 2.6. The Holland Park PE duffle bag.
- 2.7. The Holland Park outdoor coat.
- 2.8. A Holland Park scarf
- 2.9. The Holland Park school bag.

### 3. MALE STUDENTS

- 3.1. The Holland Park boys' jacket.
- 3.2. The Holland Park boys' trousers.

- 3.3. The Holland Park blue shirt.
- 3.4. The Holland Park tie.
- 3.5. A Holland Park jumper.
- 3.6. The Holland Park PE kit: tracksuit bottoms and House polo shirt.
- 3.7. The Holland Park PE duffle bag.
- 3.8. The Holland Park outdoor coat.
- 3.9. A Holland Park scarf
- 3.10. The Holland Park school bag.

#### 4. APPEARANCE

- 4.1. It is important that students wear Holland Park School's uniform appropriately, in accordance with the following expectations:
  - all students are expected to wear the Holland Park suit;
  - all students are expected to use the Holland Park bag;
  - in the colder months, students must wear the Holland Park School outdoor coat, scarf and jumper or cardigan;
  - socks and tights should be black and not patterned. Socks should be ankle length only. Tights should be plain and not intentionally worn with ladders or holes;
  - all students are expected to wear plain, black, formal shoes (Kickers, boots, trainers, canvas shoes and velcro fixings are not permitted);
  - plain black or plain white head scarves may be worn by female students for religious purposes; burkas and veils are not permitted.
- 4.2. With the exception of the shoes, socks, tights and head scarves, all items of uniform are available only from our uniform supplier, Stevensons.
- 4.3. Students are expected to wear full school uniform at all times in school, to and from school, and as directed on any educational school journey.
- 4.4. Holland Park School takes pride in the appearance of its students and has the following expectations:

##### **boys**

- boys are expected to wear their shirts with the top button fastened and their tie just above their waist in length;
- boys should wear their shirts tucked in at all times;
- boys should wear their trousers around their waist not their hips;
- boys should wear a plain black belt, as provided with the school trousers.

##### **girls**

- girls should not modify their skirts in anyway; wearing them rolled up to mini is not acceptable;
- girls are expected to wear their blouse tucked into their trousers or skirt;
- girls may unbutton the top button of their shirt;
- the Holland Park stripes must be visible on trousers and skirts at all times;
- headbands should be plain black. Coloured bows and hair decorations are not permitted.

##### **boys and girls**

- make-up and nail varnish are not permitted;

- wearing jewellery to school is not permitted. This includes earrings, studs, bracelets, rings, and necklaces. Watches are permitted;
- shaved eyebrows, tramlines in hair, top-knots, pony tails, highly colour-dyed hair or closely shaved heads are not permitted.
- any student modifying their uniform will be required to purchase a new item to replace it.

## 5. PHYSICAL EDUCATION

Students are required to wear the school's PE uniform. The PE uniform is practical, comfortable and appropriate to the activities taught in the subject area. The PE staff adhere to the principles of gender, race and religion to ensure students are not discriminated against. Suitable footwear is required for all lessons. Guidance on this is provided pre-admission.

## 6. SIXTH FORM DRESS CODE

We expect our Sixth Formers to dress professionally and in a way that reflects that of the teaching staff. The Staff Dress code applies to the Sixth Form: suits, jackets, shirts, ties, shoes. The Sixth Form are considered part of the adult community and their dress should reflect this. Students sign a contract when they apply to join the Sixth Form stipulating that they will adhere to this dress code.

## 7. MEDICAL

The school, in discussion with the parent, may seek to vary the uniform policy for an individual in the case of temporary or permanent medical conditions. In such cases it will be the responsibility of the parent to provide the required medical certificate/s.

## 8. INFRINGEMENTS

- 8.1 Parents are responsible for their child/ren and must ensure that they leave home for school correctly dressed in full uniform in the morning. They should not permit their child/ren to bring items to school that are not permitted (eg: hooded tops, alternative coats etc.).
- 8.2 Students failing to arrive at school correctly dressed, and without acceptable explanation, will be sent home to change. Parents will be advised. Where breaches of the school's uniform code are repetitive or persistent, the school will exclude the student from school for a fixed period. Readmissions will be dependent on the breach being resolved.