



## Uniform Policy

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## Table of Contents

<b>1. Aims.....</b>	<b>3</b>
<b>2. Our school’s legal duties under the Equality Act 2010.....</b>	<b>3</b>
<b>3. Limiting the cost of school uniform .....</b>	<b>3</b>
<b>4. Expectations for school uniform .....</b>	<b>4</b>
4.1 Our school’s uniform .....	4
4.2 Where to purchase uniform.....	6
<b>5. Expectations for our school community.....</b>	<b>6</b>
5.1 Students .....	6
5.2 Parents and Carers.....	6
5.3 Staff .....	7
<b>6. Monitoring arrangements .....</b>	<b>8</b>
<b>7. Links to other policies .....</b>	<b>8</b>
<b>Appendix A – Uniform Expectations.....</b>	<b>9</b>



## 1. Aims

At RFSS we have high expectations of students attitude to learning, conduct and uniform standards. We aim to have a uniform that is sensible, practical and easily maintained. RFSS will consider costs and ensure our uniform offers the best value for money for parents and carers. Students should be dressed smartly and in an appropriate way for a learning environment. RFSS students should take pride in their appearance and wear a uniform which contributes to our school ethos and values.

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

To avoid discrimination, our school will:

- Avoid listing uniform items based on sex, to give all students 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 students
  - Allow all students to have long hair (though we reserve the right to ask for this to be tied back)
  - Allow students 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

[Admin@rugbyfreesecondary.co.uk](mailto:Admin@rugbyfreesecondary.co.uk)

Who can answer questions about the policy and respond to any requests

## 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 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

RFSS will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics only asking that the blazer, jumper, tie and PE uniform feature the school logo
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- 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 students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

## 4. Expectations for school uniform

### 4.1 Our school's uniform

#### **RFSS Uniform**

RFSS grey school blazer

- Students need their blazer in school every day and they should be worn at all times
- Blazers should not be tied around the waist

RFSS purple V-neck jumper (optional)

- No hoodies or other style of jumper or zip up to be worn
- Jumpers should not be tied around the waist

RFSS school tie

- Ties should be done to the neck
- At least 4 stripes must be visible

White shirt

- This can be long or short sleeved

Black school trousers or skirt

- Skirts must be knee length and not rolled up
- Skirts and trousers should not be tight fitting or a body con style
- No black leggings or legging style trousers

Black school shoes

- No trainers
- Shoes should be 'polishable' so not soft fabric
- No sports or fashion logos
- Flat black ankle boots are permitted
- Black or white ankle socks or black tights



School bag – large enough to fit school books and other essential equipment

Students will need an appropriate outdoor coat, which should be worn on top of their school blazer when the weather is poor. All uniform items must be named.

### **Additional Expectations**

- Natural hair colours – including for any hair extensions
- Natural make up – no false eyelashes
- No nail polish/gel nails/acrylics
- One pair of stud earrings in the ear lobe – no hoops or drop earrings
- No other facial piercings – these must be replaced with clear plastic studs
- No other jewellery
- One watch can be worn – no smart watches
- Mobiles phones are not to be seen or heard
- No headphones, air pods etc.
- 

If you have any queries about this or need any support with providing your child with the correct uniform, we would be more than happy to help or discuss this with you. Please contact your child's Head of Year in the first instance.

### **Equipment**

- Black pen
- Pencil
- Ruler and Rubber
- Green pen
- Purple pen
- Scientific calculator
- Glue stick
- Other optional items – *Highlighter, coloured pens or pencils, protractor*

### **RFSS PE Kit - Indoor**

- RFSS grey and purple polo shirt
- RFSS purple and grey shorts
- RFSS leggings
- Trainers and socks
- PE Bag
- Hair bobbles
- Tape for earrings
- 

### **RFSS PE Kit - Outdoor**

- RFSS grey and purple hoody
- RFSS rugby top
- Plain black tracksuit bottoms
- Purple football socks
- Football boots
- Hair bobbles
- Tape for earrings
- Shin pads (preferable)
- Gum shield (preferable)

Any concerns or questions please email [Admin@rugbyfreesecondary.co.uk](mailto:Admin@rugbyfreesecondary.co.uk) a sanction will apply.



## 4.2 Where to purchase uniform

All RFSS logo uniform (and other items) can be purchased at the store below:

Webb Ellis Ltd, 5 & 6 St. Matthew's Street, Rugby, CV21 3BY

<https://www.webb-ellis.co.uk/>

We also have a Friend of Rugby Free Secondary group who can supply second hand uniform. Please use the following email: [friendsof@rugbyfreesecondary.co.uk](mailto:friendsof@rugbyfreesecondary.co.uk)

## 5. Expectations for our school community

### 5.1 Students

RFSS Students are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

- On the school premises, coats should be removed and not worn inside the school building
- 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)

Photographs of Uniform Expectations can be seen in Appendix A

### 5.2 Parents and Carers

Parents and carers are expected to make sure their child has the correct uniform and PE kit, the PE kit is brought to every PE lesson and that every item is:

- Clean
- Clearly labelled with the child's name
- In good condition

Parents are also expected to contact [john.harris@rugbyfreesecondary.co.uk](mailto:john.harris@rugbyfreesecondary.co.uk) 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.

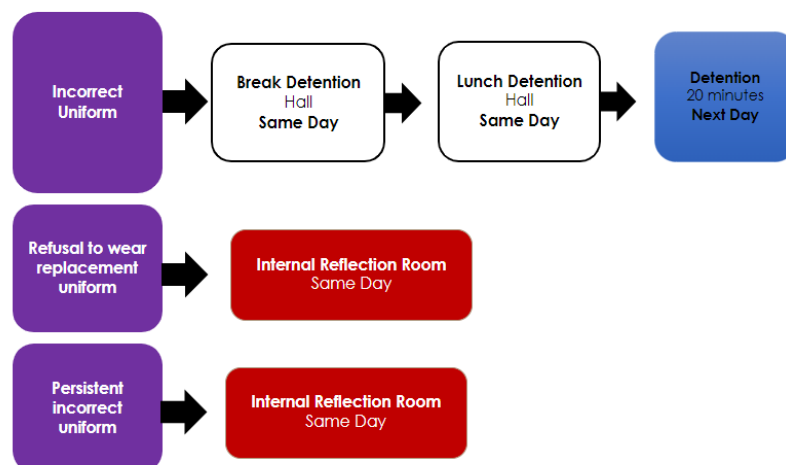
In cases where it is suspected that financial hardship has resulted in a student not complying with this uniform policy, staff will take a mindful and considerate approach to supporting the situation.

### 5.3 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 Headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with in accordance to our Relationships for Learning Policy and the process shown below: Any breaches of PE kit are dealt with by the PE department and sanctions are set within that department.

## Uniform



*Any reasonable changes to uniform must be accompanied by either a Uniform Pass or a signed note from parents*



## 5.4 Trust

The Trustees will review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the school
- Considers the views of parents and students
- Offers a uniform that is appropriate, practical and safe for all students

The Trust 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 annually. At every review, it will be approved by the Trust.

## 7. Links to other policies

This policy is linked to the following policies:

- SEND Policy
- Equality and Diversity Policy
- Relationships for Learning Policy
- Complaints Policy



## Appendix A – Uniform Expectations

### Uniform Expectations

RFSS School Blazer – must be worn at all times around school

White shirt fully buttoned and tucked in

RFSS tie

RFSS purple jumper (optional)

Black school skirt (loose fitting, knee length)

Black school trousers (loose fitting around the leg, no leggings, no stretchy material with proper fastenings)

Black school shoes (no trainers)

All outdoor clothing must be removed when indoors



## Uniform Expectations

### Jewellery

- Single pair of ear studs
- Watch (excluding smart watches)
- No other facial piercings (must be clear studs if worn)

### Natural make up

Natural hair colour

Minimal hair accessories

Hair clips not to be worn on blazer

No nail polish, gels or acrylics

School bag suitable to carry all books and equipment

