

Blackfen School for Girls



Uniform Policy

Head Teacher: Mr M Brown

Chair of Governors: Mr S Fitz-Gerald

	Date	Name	Signature
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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 in line 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 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 all students to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow students to request changes to swimwear for religious reasons
- 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 the DHT for Behaviour and Welfare, who can answer questions about the policy and respond to any requests

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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

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible by only asking that the blazer features the school logo and the sweatshirt/cardigan features the school name
- Limiting items with distinctive characteristics to low-cost or long-lasting items.
- Considering cheaper alternatives to school-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 students could wear on non-school days, such as coats, bags and shoes
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler e.g. school sweatshirt/cardigan
- Avoiding different uniform requirements for different year/class/community 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 consists of:

- pleated (permanent pleated) navy skirt: knife pleat, stitched knife pleat, double kick pleated, box pleated, (Stain resistant recommended) and/or regular fit plain navy trousers. **REQUIRED**
- plain white blouse/shirt. **REQUIRED**
- regulation navy or red school V-neck sweatshirt with the Blackfen embroidered name. No other sweatshirt may be worn. **OPTIONAL**
- regulation navy or red school cardigan with Blackfen embroidered name. No other cardigans may be worn. **OPTIONAL**
- a regulation blazer with school badge and the student's community flash on the central pocket. **REQUIRED**
- socks may be black or navy; alternatively, tights may be worn and should be navy, black, or a shade of own natural skin tone; leggings of any colour may not be worn; socks/tights must be worn with shoes. **NO WHITE SOCKS.**
- shoes should be: leather or leather-look; black, flat, plain and sensible i.e. not stilettos, no heels above 2 inches, nothing above the ankle bone and no large platforms; no form of Vans or Converse trainers are permitted, even if they are leather; trainers, boots, canvas style, leisure or backless shoes are not acceptable.

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- outerwear for all year groups should consist of a **plain black or navy** coat, jacket, raincoat, anorak/cagoule or duffle coat, large logos or brand names are not permitted; denim, fur/ fake fur, leather/leather look or suede jackets are not allowed; hats, scarves, gloves are optional. Hijabs must be **plain black, red or navy**.
- school bag – plain black rucksack/backpack only.
- hair decorations are optional, must be discreet and in **plain black, red or navy**. NOTE: in some subjects (e.g. Science, Technology etc) students will be expected to tie their hair back for safety reasons.
- Nail extensions/nail varnish and eyelash extensions are NOT allowed under any circumstances to enable IT to be used effectively, writing equipment to be held correct and for safety reasons in lesson (e.g. Technology, Science and PE).
- Hair must be of a colour that can be found in natural hair.
- Jewellery – only ONE small pair of stud earrings allowed (see below for religious jewellery). A watch (if a smart watch this must be on school mode) may be worn and are encouraged, to be able to get to lessons on time and use as a mathematical resource.
- one religious symbol may be worn discreetly (e.g. religious symbol on necklace to reflect faith worn under blouse/shirt, religious bangle).
- sunglasses can only be worn outside when sunny. They should not be seen in school buildings.
- students are not permitted to roll up the sleeves on their blazer and/or roll up the waistband of their skirt.

Items not conforming to criteria above will be confiscated and taken to school office.

Non-Uniform Days

- There are two non-uniform days a year. All Communities in the school have charities that they support and non-uniform days allow money to be collected to support these charities. Parents will be notified in plenty of time when a non-uniform day has been decided. In most cases non-uniform days are held on the last day of a term.

Physical Education/Dance Kit

Basic Kit

- (Macron Andromeda) Navy round neck sports t-shirt with school badge. **REQUIRED**
- (Macron Mesa) Navy Shorts. **OPTIONAL**
- (Macron) Navy Leggings. **REQUIRED**
- (Macron Nile) Navy Midlayer with school badge. **OPTIONAL**
- (Macron Kasai) Navy joggers **OPTIONAL**
- Navy Football Socks and white trainer socks.
- Trainers

Students must bring a note from home to explain if they are excused from PE for any reason. They must also still bring their PE Kit to school so that they can get changed and take part as an umpire, coach or organiser. Failure to bring a note or their PE kit will result in a sanction.

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4.2 Where to purchase it

Uniform available from:

- Boffins 37 Pickford Lane, Bexleyheath, Kent. DA7 4QU
Ph. 020 8298 9085
enquiries@boffinsschoolwear.com
www.boffinsschoolwear.com
- Caseys 246 Blackfen Road, Sidcup, Kent. DA15 8PW
Ph 020 8850 8645
www.caseysschoolwear.co.uk

- High street stores for shirts/blouses, skirts, socks,

Note: Blazer, Sweatshirt & Cardigan ONLY available from school uniform shops

PE uniform ONLY available from:

- Macron 95-97 Bellegrove Road, Welling, Kent. DA16 3PG
Ph. 020 8303 7793
www.macronlondonseast.com/blackfen-school-for-girls-161-c.asp
Description in brackets
- Caseys or Boffins – as above
Description not in brackets

Note: leggings CANNOT be bought from high street stores, in order to maintain quality and thickness

4.2.1 Unwanted & Second-Hand Uniform

The school is very grateful to parents who donate their daughters old school uniform. The school continues to keep a selection of donated school uniform, which is free to parents. Please contact the school office if you would like to look through these for any uniform requirements you may have.

5. Expectations for our school community

5.1 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)

It is recommended (and expected) that students will go straight home after school, change out of their uniform and complete their home learning before taking part in any unsupervised activities.

Students are also expected to contact the DHT for Behaviour and Welfare if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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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 are also expected to contact the DHT for Behaviour and Welfare 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.

5.3 Staff

Staff will 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 with the schools Behaviour Charter.

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.

5.4 Governors

The governing body 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 Governors 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 years. At every review, it will be approved by the Full Governing Body.

Students, Staff and Parents took part in surveys in the preparation of this policy to ascertain costs, numbers of items purchased on average and to gain feedback on items that were previously branded.

7. Links to other policies

This policy is linked to our:

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

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Uniform Policy Images

Skirts:

- pleated (permanent pleated) navy skirt: knife pleat, stitched knife pleat, double kick pleated, box pleated, (Stain resistant recommended).



Knife Pleat



Stitched Knife Pleat



Double Kick Pleated (front & back)



Box Pleat

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Shoes:

- shoes should be: leather or leather-look; black, flat, plain and sensible i.e. not stilettos, no heels above 2 inches, nothing above the ankle bone and no large platforms; no form of Vans or Converse trainers are permitted, even if they are leather; trainers, boots, canvas style, leisure or backless shoes are not acceptable.

A selection of the type of school uniform accepted:

