



Fairfield High School Uniform Policy

This policy is regularly reviewed to ensure compliance with current regulations

Responsibility of/approved by:	
Cashan Campbell	
Last reviewed:	November 2022
Date of next review:	November 2023

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 guardians. 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, 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 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 or afro hair (though we reserve the right to ask for this to be styled for safety).
- 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 pupils or their parents to get in touch with a member of the Achievement team or Senior Leadership team, who can answer questions about the policy and respond to any requests.

Limiting the Cost of School Uniform

Our school has a duty to make sure that the uniform we require is affordable and 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 must 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/guardians.

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary.
- Limiting any items with distinctive characteristics where possible, we ask that only the school jumper features the school logo.
- Limiting items with distinctive characteristics to low-cost or long-lasting items.
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler.
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes.
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

Expectations for School Uniform

Our school's uniform

- At Fairfield High School, we expect the highest standards from our students. This is to prepare them for success in adult life and for the expectations of employers.
- If any students are not in the correct uniform, we will use our uniform exchange scheme to make sure they are in the appropriate items.
- If there are concerns around students' uniform standards, their tutor/AM/AC will contact home to discuss further.
- If there is an exceptional circumstance and a student arrives without a full, correct uniform, they must have a note or a yellow slip to explain the reason. Their AM or AC will decide if the reason given is acceptable.

Daily Uniform - Compulsory

- White shirt with a collar (long or short sleeve).
- FHS tie (house colour).
- Black or charcoal grey smart, tailored trousers or skirt.
- Black smart shoes
 - they must be polishable
 - they should not be made by a sports brand
 - there should be no logos on them
 - heel no higher than 3cm
 - the shoe must cover the whole foot or have a strap to secure over the foot
- Navy blue V-neck jumper with FHS logo (if students choose to wear a jumper it must be FHS only).

Optional

- Headscarf (if worn, can be any colour)
- Black or charcoal grey, smart, tailored uniform shorts
- Jewellery: Only one plain signet ring / ear-studs only
- In Years 10 and 11 only, if a student studies Dance, Drama (GCSE) or Sport Science (Cambridge National) they have the option of ordering a personalised FHS hooded jumper. Please see the PE and Performing Arts team for further details.

Equipment Expectations

- Pencil case
 - pen
 - pencil
 - rubber
 - sharpener
 - ruler
- Items must be in a pencil case and not in pockets or loose in the bag, they can be purchased from the school library.
- Reading book.

PE Uniform

PE Uniform must be worn to school on the day students have PE lessons – this may be subject to change during the school year.

To be worn for all KS3 and KS4 PE lessons.

- Regulation Navy Blue Training Top with Fairfield printed logo
- Navy Blue Rugby Shirt with Fairfield Logo
- Full Zip Training Top with logo (more fitted item optional)
- ¼ Zip Training Top (Optional)
- Navy Shorts
- Yellow football socks
- Football Boots
- Trainers
- Navy Blue Training Joggers
- Gumshield
- Shin Pads

Not Permitted Items (this list is not exhaustive)

Please DO NOT allow your child to wear/have these items:

- Oral or facial piercings
- Excessive makeup
- Jewellery: hoops, dangling earrings, visible necklaces, more than one ring, or bracelets
- Skin-tight trousers: Leggings, Jeggings, or “skinny” style trousers/jeans/stretchy trousers
- Jeans or trousers of jean style material
- Sports shorts or baggy shorts. Shorts with logos
- Abayas
- Footwear: trainers, canvas shoes/daps/plimsolls/slipper shoes/high-heeled shoes

Outdoor clothing such as coats, hats, caps, scarves, etc may not be worn inside the building at any time. They may be confiscated if they are.

Please note that shoes, socks, and tights must be removed for lessons in the Drama/Dance studios.

Purchasing School Uniform

School uniform is available from Sportswear International. Jumpers and PE Tops must be bought from the school supplier as they have the school logo on them. Other items can be bought from alternative suppliers e.g., supermarkets, online.

You can order uniform in three simple ways:

- By visiting www.swischoolwear.co.uk or Fairfield High School website www.fairfield.excalibur.org.uk
- Customer Services email: customerservice@swi.co.uk
- By calling 01928 752 610

Payment can be made by cheque or credit/debit card. Delivery takes five working days from the date of order. The cost of postage for direct delivery to your home address is £4.50.

Expectations for our School Community

Pupils

Pupils are expected to always wear the correct uniform, it should be worn:

- 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 the Senior Leadership team, 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 (recommended)
- In good condition

Parents/guardians are also expected to contact the Achievement team, 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/guardians 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 pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply but will follow up with the Achievement and Senior Leadership team if the situation doesn't improve. 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, funding may be given with approval from the School Business and Operations Manager.

Governors

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

- Is appropriate for our school's context.
- Is implemented fairly across the school.
- Offers a uniform that is appropriate, practical and safe for all pupils.
- The governors will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money.