



Uniform Policy

This policy is prescribed by The Good Shepherd Trust and all reference to 'the Trust' includes all Trust schools, the central team and subsidiary organisations.

Date adopted:		Last reviewed:	July 2025
Review cycle:	Annually	Is this policy statutory?	Yes
Approval:	Headteacher	Author:	Deputy Headteacher
Local approval*:	Headteacher	Local author*:	Mrs S French
Next Review Date of Template Policy:		July 2026	

*Local approval will either be the local committee, the head teacher, or the CEO (refer to policy schedule)

Revision record

Minor revisions should be recorded here when the policy is amended in light of changes to legislation or to correct errors. Significant changes or at the point of review should be recorded below and approved at the level indicated above.

Revision No.	Date	Revised by	Approved date	Comments
1	11.07.25	A Grimmond	n/a	Formatting brought in line with GST policy template
2	05.09.25	S French	n/a	Added section 12.8

1. Introduction

Content	Page
Legal Framework	2
Roles and Responsibilities	3
Cost and availability	4
Religious clothing	4
Equality	5
Complaints and Challenges	5
College Uniform Supplier	5
Uniform Assistance	5
Non-compliance	5
Uniform Assistance	6
Trips and Duke of Edinburgh expeditions	9
Appearance	9
Monitoring and Review	9

Christ's College is committed to promoting equality and ensuring that no student is discriminated against due to their religion or belief, economic circumstances or social and cultural background – this policy contains provisions to meet these objectives.

This policy has been created with health and safety, value for money and practicality at its heart. It has been designed to ensure that students wear clothing conducive to a successful learning environment.

It is important that our students feel a sense of belonging and community through a smart and practical uniform. We believe that a uniform allows all students, regardless of background, to feel equal to their peers and confident in their appearance. We also believe it is important for activities to be facilitated by specialised and appropriate clothing such as sports-specific attire.

All students are expected to wear the correct uniform at the College (including during the day and at evening events), and on their journeys to and from the College. Where students are in breach of these rules by not wearing the correct uniform, or by modifying it, they will then be expected to remedy the situation at the earliest opportunity.

1. Legal framework

1.1. This policy has due regard to all relevant legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The General Data Protection Regulation
- Data Protection Act 2018

1.2. This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2021) 'School Admissions Code'
- DfE (2013) 'School Uniform'

1.3. This policy operates in conjunction with the following College policies:

- Complaints Procedures Policy
- Conduct Policy

2. Roles and Responsibilities

2.1. **The Local Committee** is responsible for:

- Establishing, in consultation with the Headteacher and College community, a practical and smart College uniform that accurately reflects the College's vision and values.
- Ensuring that equal opportunities are considered regarding the College's uniform and that no person is discriminated against.
- Ensuring that the College's uniform is accessible and affordable.

- 2.2. **The College Leadership Team** is responsible for:
- Enforcing the College's uniform on a day-to-day basis.
 - Ensuring that teachers understand this policy and what to do if a student is in breach of the policy.
 - Listening to the opinions and wishes of the College community regarding the College's uniform, and making appropriate recommendations to the Local Committee.
 - Providing students with an exemption letter as appropriate, e.g. for a student who has a broken arm and requires a loose-fitting top.
- 2.3. **Teachers** are responsible for:
- Ensuring that students dress in accordance with this policy at all times.
 - Disciplining students who are in breach of this policy.
 - Ensuring that students understand why having a consistent and practical College uniform is important, e.g. College identity.
- 2.4. **Parents/carers** are responsible for:
- Providing their child/children with the correct school uniform as detailed in this policy.
 - Informing the Headteacher if their child/children require(s) a more relaxed uniform policy for a period of time, including the reason(s) why.
 - Ensuring that their child/children's uniform is clean, presentable and the correct size.
- 2.5. **Students** are responsible for:
- Wearing the correct uniform at all times, unless the Headteacher has granted an exemption.
 - Looking after their uniform as appropriate.
 - Understanding and respecting why a uniform is important to the College, e.g. College identity and community.

3. Cost and availability

- 3.1. In accordance with the School Admissions Code, the College ensures that the Uniform Policy does not discourage parents/carers from applying for a place for their child.
- 3.2. The College is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective students, and that the best value for money is secured through reputable suppliers.
- 3.3. The College works with multiple suppliers to obtain the best value for money possible. Any savings negotiated are passed to parents/carers where possible.
- 3.4. The College does not enter into exclusive single supplier contracts or cashback arrangements.
- 3.5. The College does not amend uniform requirements regularly, and takes the views of parents/carers and students into account when considering changes to College uniforms.
- 3.6. Where wholesale changes are required, the College ensures that assistance is provided

to parents/carers experiencing difficulties in meeting the associated costs.

4. Religious clothing

- 4.1. Some religions and beliefs require their members to conform to a specific dress code. The College does not discriminate against any religion or belief.
- 4.2. The College endeavours to allow religious requirements to be met where possible.
- 4.3. Parents/carers' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the Headteacher and the Local Committee, and always in accordance with the College's Complaints Procedures Policy.

5. Equality

- 5.1. The College is required to ensure that this policy does not discriminate unlawfully.
- 5.2. Every step has been taken to ensure that the cost of uniform is not disproportionate.
- 5.3. The College endeavours to ensure that our uniform is as gender neutral and inclusive as possible.

6. Complaints and Challenges

- 6.1. The College endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the College's Complaints Procedures Policy.
- 6.2. To make a complaint, parents/carers should refer to the Complaints Procedures Policy and follow the stipulations outlined.
- 6.3. When a complaint is received, the College works with parents/carers to arrive at a mutually acceptable outcome.
- 6.4. Local Committee Members are willing to consider reasonable requests for flexibility to allow a student to accommodate particular social and cultural circumstances.

7. College Uniform Supplier

- 7.1. Details of our College uniform supplier, and how to contact them can be found on our website [Christ's College Uniform](#)

8. Uniform assistance

- 8.1. The College supports vulnerable families in meeting the costs of uniforms.
- 8.2. College uniform assistance is provided from pupil premium funds.
- 8.3. To claim uniform assistance, parents/carers should be eligible for FSM.

9. Non-Compliance

- 9.1. Teachers are permitted to discipline students for breaching this policy, in accordance with the College's Conduct Policy.
- 9.2. The Headteacher, or a person authorised by the Headteacher, is permitted to ask a student to briefly return home to remedy breaches to the College's uniform.
- 9.3. When deciding whether to allow a student to return home, the College will inform the parent/carer.
- 9.4. A student may be sent home to rectify uniform breaches, which parents/carers will be notified of.

10. Uniform

All students from Year 7 to Year 11 must wear the College uniform as outlined in the Christ's College uniform document found [here](#)

- 10.1. All students are expected to have a high standard of appearance at all times
- 10.2. Anyone not following these guidelines should expect to receive the appropriate sanction. Full uniform must be worn to and from the College

11. Trips and Duke of Edinburgh expeditions

- 11.1. Students participating in day trips are required to wear the College uniform as the activity dictates, or in PE kit (this includes plain black tracksuit bottoms) unless otherwise directed
- 11.2. For Duke of Edinburgh expeditions, students should wear the necessary hiking gear
- 11.3. Students should at no time wear jeans or jean style trousers as part of the College uniform

12. Appearance

- 12.1. Make-up is only permitted if it is discreet; no heavy eye-liner or false eyelashes can be worn
- 12.2. Students must keep their nails natural, short, and blunt at all times
- 12.3. Artificial nails, nail extensions, or sharp/pointed nail shapes are not permitted for safety and hygiene reasons
- 12.4. Facial piercings (including eyebrows; nose) and tongue piercings are not permitted.
- 12.5. Extreme hairstyles are not permitted. We consider this to include the following points:
 - Hair must be of a reasonable length, not less than a grade 2, and with no shaved lines
 - No styles that would identify the wearer with a particular group

- Hair colour must be natural colours only and discreet highlights of natural colours
- Two toned, or dip-dyed hair is not permitted

12.6. Long hair must be tied back in all practical lessons (Science, Food & Nutrition, Design Technology, PE, Dance and Drama)

12.7. Students in all year groups must have a clean shaven face

12.8. Students may wear one pair of small stud earrings in the lower lobe only. No other piercings should be visible

The decisions of the College Leadership Team are final.

13. Monitoring and review

13.1. This policy is reviewed annually by the Local Committee and the Headteacher.

13.2. The scheduled review date for this policy is September 2025