

High Tunstall College of Science



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College Uniform Policy

Revised	-	April 2024
Stakeholder Consulted	-	Admissions and Safeguarding Committee
Review Date	-	April 2024
Responsibility for Review	-	Headteacher

Interim Review Added.

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Statement of intent

High Tunstall College of Science believes that a consistent college uniform policy is vital to promote the ethos of the college and provide a sense of belonging and identity for all students, regardless of their protected characteristics or socio-economic circumstances.

This policy lays out the measures the college has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all students and is affordable and the best value for money for the college and students' families.

We believe that students learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate tone for education.

1. Legal framework

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 UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018

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

- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'

This policy operates in conjunction with the following college policies:

- Complaints Procedures Policy
- Behaviour Policy

2. Roles and responsibilities

The governing body 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 the college's uniform is accessible and inclusive and does not disadvantage any student by virtue of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, students and the wider college community regarding changes to the college's uniform.
- Ensuring that the college's uniform is accessible and affordable.
- Demonstrating how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's ['Cost of school uniforms'](#) guidance.

The Headteacher 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 in regard to the college's uniform and making appropriate recommendations to the governing body.

The Deputy Headteacher (Students) is responsible for:

- Approving all eligible requests for assistance with purchasing college uniform.

All staff members 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.
- Providing students with an exemption letter as appropriate, e.g. for a student who has a broken arm and requires a loose-fitting top.

Parents are responsible for:

- Providing their children with the correct college uniform as detailed in this policy.
- Informing their child's Head of Year/Student Support Officer if their child requires a more relaxed uniform policy for a period of time, including why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Students are responsible for:

- Wearing the correct uniform at all times, unless their Head of Year/Student Support Officer has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a college uniform is important to the college, e.g. college identity and community.

3. Cost principles

The college is committed to ensuring that its college uniform is affordable and accessible to all students, and does not place an unreasonable financial burden on parents.

In accordance with the 'School Admissions Code', the headteacher will ensure that the college's uniform policy does not discourage parents from applying for a place for their child.

The college will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the college uniform. When evaluating whether costs are reasonable and proportionate, the college will take into account the opinions and situations of:

- Economically disadvantaged parents.

- Parents with multiple children who are, or will be in the future, students at the college.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of students with protected characteristics that may impact their ability to access the uniform due to costs.
- LAC and PLAC.

The college will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a student, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to college in clean uniform every day.

The college keeps variations in college uniform for different groups of students, e.g. year group-specific items or house colours, to a minimum where possible to ensure that students can get the most wear out of their uniform possible and that parents can pass some items down to younger siblings.

The college keeps branded uniform items to a minimal level that is reasonable for all members of the college community. The college defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, including by virtue of logos, colours, design and fabrics. Where the college decides to require an item of branded clothing, it will conduct an assessment to ensure prices are kept as low as possible.

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.

The college works with multiple suppliers to obtain the best value for money possible. Any savings negotiated are passed to parents where possible and does not enter into cash-back arrangements. More information on supplier processes can be found in the 'College uniform supplier' section of this policy.

The college will not amend uniform requirements regularly and will take the views of parents and students into account when considering any changes to college uniforms.

4. Equality principles

The college takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously and aims to ensure that the uniform policy is as inclusive as possible so that all students are supported to access a college uniform which is comfortable, suitable for their needs, and reflects who they are.

The college will work to ensure that college uniform's cost does not disproportionately affect any students by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out in section 3.

The college will ensure that parents and students are consulted over any changes to college uniform, and that views and advice is sought specifically from students, and parents of students, who:

- Are transgender, including non-binary students.
- Have SEND and/or sensory needs.
- Are of a religious or cultural background that has dress requirements.

The college ensures that students who are required to follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The college endeavours to meet all requests for amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual students are weighed against any health and safety concerns for the entire college community.

Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the headteacher and governing body, and always in accordance with the college's Complaints Procedures Policy.

The college ensures that the needs of students with SEND and/or sensory difficulties are considered in the uniform policy, e.g. ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams; however, where the needs of these students cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

5. Complaints and challenges

The college endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the college's Complaints Procedures Policy.

To make a complaint, parents should refer to the Complaints Procedures Policy and follow the stipulations outlined.

When a complaint is received, the college works with parents to arrive at a mutually acceptable outcome.

Governors are willing to consider reasonable requests for flexibility to allow a student to accommodate particular social and cultural circumstances.

6. College uniform supplier

Our current college uniform suppliers are:

Blazer Supplier

Michael Sehgal & Sons Ltd
28-40 Scotswood Road, Newcastle Upon Tyne, NE4 7JB
0191 2302320
<https://www.michaelsehgal.co.uk>

PE Kit Supplier

Hardgear
Unit A9, Ledston Luck Business Park, Leeds, LS25 7BF
Tel: 0113 345 8093
<https://www.hardgear.co.uk/hightunstall/>

The uniform quality and pricing are reviewed regularly, ensuring parents are getting best value for money and quality items. If it is felt that these suppliers are no longer fulfilling this criteria, the college will retender the uniform contract.

The governing body will be able to demonstrate how uniform is procured at the best value for money. The headteacher will work to ensure that the items are procured as cheaply as possible without compromising on the quality, e.g., by requesting standard-style items from the supplier rather than more intricate and unique designs.

The college does not sign contracts with suppliers before requesting visualisations of proposed uniform, as well as fabric samples.

The college will confirm admission numbers with the supplier each January in preparation for the next academic year. Where the college is proposing to change suppliers, it will reach out to suppliers by October in the determination year.

7. Uniform assistance

The college supports vulnerable families in meeting the costs of uniform where possible. If families require assistance they must contact Mrs Lester, Student Support Officer (slester@hightunstall.hartlepool.sch.uk) or Mrs Ovens, Deputy Headteacher (lovens@hightunstall.hartlepool.sch.uk). Further checks will take place to ensure eligibility.

High Tunstall have partnered with Hands Up Hartlepool to offer parents/carers pre-loved uniform. The Pre-Loved Uniform Shop is located at:

- Hands Up Hartlepool, upstairs, Middleton Grange Shopping Centre – Thursdays 10am-12pm Uniform is available for a very small donation or free if you can't afford it. It is open to everyone.

- Hartlepool Recycled Uniform, based at the Belle Vue Sports Community and Youth Centre in Kendal Road, Town Centre, Hartlepool TS25 1QU can be contacted via their Facebook account.

Families are also encouraged to donate their spare uniform that is clean and of a good quality. Uniform can be donated to either of the addresses above.

Hartlepool Borough Council also runs a small fund donated by Elizabeth Trowsdale Norman and her family. The fund is to support school uniform and essential school supplies. Call Hartlepool Borough Council's Local Welfare Support Team on (01429) 806895 to apply.

8. Non-compliance

The college recognises that there may be instances where students may not have full college uniform. There will be an expectation in this case for parents to inform the college of any problems and when they might be resolved.

Repeated instances of non-compliance to college uniform rules from students without authorisation would lead to contact being made with home and could ultimately mean students are sanctioned for not following policy.

9. **[Update]** College uniform

Clothing

The college uniform is as follows:

Item	Optional or required	Branding	How to acquire	Cost per item from college supplier
Regular college uniform				
Black Blazer with college logo	Required	College logo	Available from https://www.michaelsehgal.co.uk/ or the Pre-Loved Uniform Shop or Hartlepool Recycled Uniform (subject to availability)	From £26.99
Light blue shirt	Required	No branding	Various retailers or the Pre-Loved Uniform Shop or Hartlepool Recycled Uniform (subject to availability)	
Royal Blue V-neck Jumper	Optional	No branding	Available to purchase from the college or the Pre-Loved Uniform Shop or Hartlepool Recycled Uniform (subject to availability).	From £10

Item	Optional or required	Branding	How to acquire	Cost per item from college supplier
Black trousers or black skirt with black tights	Required	No branding	Available from https://www.michaelsehgal.co.uk/ , the Pre-Loved Uniform Shop or Hartlepool Recycled Uniform (subject to availability) or other retailers	From £16.99
College Tie in house colour	Required	College logo	Available to purchase from the college or the Pre-Loved Uniform Shop or Hartlepool Recycled Uniform (subject to availability).	£6
Plain black suitable shoes	Required	No branding	Various retailers	
PE kit				
High Tunstall Tee	Required	College logo	https://www.hardgear.co.uk/hightunstall/ or the Pre-Loved Uniform Shop or Hartlepool Recycled Uniform (subject to availability).	From £15.65
Boys – High Tunstall Pants OR Shorts	Required	College logo	https://www.hardgear.co.uk/hightunstall/ or the Pre-Loved Uniform Shop or Hartlepool Recycled Uniform (subject to availability)	From £18.50
Girls – High Tunstall Skort OR leggings	Required	College logo	https://www.hardgear.co.uk/hightunstall/ or the Pre-Loved Uniform Shop or Hartlepool Recycled Uniform (subject to availability).	From £18.50
High Tunstall Mid-Layer	Required	College Logo	https://www.hardgear.co.uk/hightunstall/ or the Pre-Loved Uniform Shop or Hartlepool Recycled Uniform (subject to availability).	From £27.50
Navy Swim Costume/Navy Swim Trunks or shorts	Required	No branding	Various retailers	
White socks (trainer, tennis, football etc.)	Required	No branding	Various retailers	
Navy Swim Cap	Required	No branding	Various retailers	
Trainers	Required	No branding	Various retailers	
Turf boots (plastic-	Required	No branding	Various retailers	

Item	Optional or required	Branding	How to acquire	Cost per item from college supplier
studded footwear only)				
Football boots	Optional	No branding	Various retailers	
Accessories				
Bag	Required	No branding	Various retailers	
Pencil Case containing essential items	Required	No branding	Various retailers	

Students who are wearing skirts must also wear black tights.

Trainers are not considered suitable footwear. High heels are not permitted; however, block heels of no more than 5cm can be worn.

[Update] Footwear should be black shoes and of a sensible and robust style. Shoes with heels higher than 5cm are not allowed and neither are 'slip-ons' with no back. Shoes must have plain black laces and no visible motifs/logo. Branded plimsoll and canvas footwear (i.e.) **Vivienne Westwood** are not permitted. Trainers are only permitted for use in PE lessons.

Skirts must be pleated and knee-length. Black jeans are not permitted.

Parents are responsible for ensuring their child brings their PE kit to college when needed.

Protective Equipment Statement

All contact sports carry the risk of injury; therefore, although not compulsory, High Tunstall College of Science strongly recommends the use of personal protective equipment during participation in contact sports, for example: Football, Rugby, American Football, Hockey. This includes the use of shin pads and oral protective equipment (mouth guards/gum shields). This equipment is widely available from sports shops.

The British Dental Association recommends that anyone engaged in contact sports should wear a well-made mouth guard to reduce the risk of injury to teeth. They go on to say that a custom-made mouth guard designed by a dentist will provide a better fit, and, in the cases of students who have a brace, may be essential. Parents and guardians should seek advice on mouth guards from their dentist, as some types may not be suitable in some circumstances.

Frequent questions can arise regarding the need for the wearing of protective equipment by students engaged in relevant sports, such as Football, Rugby, American Football, Hockey. Mouth guards and shin pads can provide useful protection against injuries in activities such as these. Their provision is the responsibility of the individual student and his/her parent/s or carers. It is recommended, but not compulsory, that they should be included as part of the student's physical education kit.

When worn, they need to be properly fitted and cared for.

Mouth guards/gum shields are personal and must never be shared or borrowed.

If you have any difficulties providing kit for your child or if you have any queries or concerns, please contact the Sports Science Faculty.

[Update] Jewellery

The only permitted jewellery is a wrist watch.

No jewellery is to be worn. Any student found wearing jewellery will be requested to remove the jewellery and this will be confiscated and held securely by the college until after college is complete for the day. It is the responsibility of the student and not the college for any loss or damage to items. Lost or damaged items will not be refunded. All jewellery must be removed by the student and placed by the student in a secure place during practical lessons, including PE lessons and science experiments.

College bag

Students must use an appropriately sized waterproof bag to carry their books and equipment. It should hold A4-sized workbooks comfortably without causing any damage.

College bags featuring inappropriate images, slogans or phrases are not permitted.

The college encourages students to bring non-valuable bags to college. The college will not be liable for lost or damaged college bags.

Hairstyles

The college reserves the right to make a judgement on where students' hairstyles or hair colours are inappropriate for the college environment (extreme hairstyles and unnatural hair colours are not permitted); however, will ensure that any such judgements do not discriminate against any student by virtue of their protected characteristics. Each individual student's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the college's Complaints Procedures Policy.

Students with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE.

The following hairstyles are not considered appropriate for college:

- Brightly-coloured, dyed hair.
- Headwear with bold patterns or colours.
- Excessive hair accessories.

Makeup

The college rules on makeup are as follows:

- Only light, natural-looking makeup is permitted.
- False nails and nail extensions are not permitted.
- Only clear nail varnish may be worn.
- Temporary tattoos are not permitted.

Students wearing excessive makeup are required to remove it.

10. Adverse weather

All students are required to wear weather-appropriate clothing that covers as much of their skin as possible during adverse weather.

For hot temperatures, this includes wearing:

- Loose-fitting and lightweight shirts.
- Over the knee skirts with black knee length socks.
- Tops that cover the shoulder area.
- Sunglasses with UV protection when outside, where possible.

Students are permitted to remove their blazer during heatwaves but must still bring it to college. The college will inform parents/students when this applies. If outside during break times, students not wearing sun-safe clothing are advised to stay in an area protected from the sun. Students should apply sun cream before they attend college.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when they are outside.
- Warm jumpers that conform to the college's uniform policy.
- Trousers, or thick tights with skirts.

11. Labelling

All students' clothing, footwear and bags should be clearly labelled with their name.

Any lost PE kit is to be taken to the Sports Science Faculty, all other items are to be handed to the main office. All lost property is retained for one half term and is donated to the Pre-Loved Uniform Shop if it is not collected within this time.

12. Monitoring and review

This policy is reviewed every two years by the Headteacher.

The scheduled review date for this policy is March 2025.

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