



# THOMAS ESTLEY COMMUNITY COLLEGE

## Uniform Policy

Approved/reviewed by	
TECC LGC	
23/01/2024 V1.1	
Date of next review	January 2026

This plan is reviewed bi-annually to ensure compliance with current regulations.

Version	Date	Updated by	Summary of changes
V1 .1	Jan 2024	C Cornelius	Policy re-written to reflect the changes in legislative framework – Cost of School Uniforms Act 2021

## **Statement of intent**

Our policy has been created with health and safety, value for money, diversity, inclusivity and practicality at its heart. It has been designed to ensure pupils wear clothing conducive to a successful learning environment. It is important that our pupils feel a sense of belonging and community through a smart and practical uniform.

We believe 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.

Thomas Estley Community College is committed to ensuring equality and value for money, and 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.

## **Legislative framework**

This policy has due regard to statutory legislation and national guidance, including, but not limited to the following:

- The Education and Inspections Act 2006
- The Education Act 2011
- The Human Rights Act 1998
- The Equality Act 2010
- DfE (2014) 'School Admissions Code'
- DfE (2013) 'School uniform'
- DfE (2021)'Cost of school uniforms' Act 2021

## **Cost and availability**

Under the School Admissions Code 2014, the school must ensure that “policies around school uniform or school trips do not discourage parents/carers from applying for a place for their child” (1 DfE (2014) 'School Admissions Code', para 1.8)

Thomas Estley Community College is committed to fulfilling the DfE's recommendations on costs and value for money. Every care has been taken to ensure that our uniforms are affordable for all current and potential students, and that the best value for money is secured through reputable suppliers.

Thomas Estley Community College negotiates with multiple suppliers to obtain the best value for money. Any savings negotiated are passed to parents/carers where possible.

The school does not enter into exclusive single supplier contracts or cash- back arrangements. (For Autumn intake 2024, whilst required PE top with logo is only available via Your School Uniform supplier, other logo items (ie Blazer and school tie) are available from Your School Uniform and Hole in the Wall Uniform suppliers – PE top will be rolled out to second supplier after September 2024)

The school does not amend uniform requirements regularly and considers the views of parents/carers and pupils when considering changes to school uniforms.

Where wholesale changes are required, the school ensures that assistance is provided to parents/carers struggling to meet the associated costs.

The school makes available second-hand uniform through periodic second-hand sales or swaps. Second-hand uniform is available through the school's reception if required

## **Religious clothing**

Some religions and beliefs require their members to conform to a specific dress code. Thomas Estley Community College does not discriminate against any religion or belief; however, the school must weigh the needs and rights of individual pupils against the cohesion and health and safety concerns of the entire school community. The school endeavours to allow most religious requirements to be met.

Parents'/carers' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the Principal and Governing Board, and always in accordance with the school's Complaints Policy.

## **Equality**

The school is required to ensure that the Uniform Policy does not discriminate unlawfully.

Every step has been taken by Thomas Estley Community College is to ensure that the cost of 'girls' and 'boys' uniforms are not disproportionate.

Student's identifying as a member of the opposite sex are able to adapt uniform regulations

## **Complaints and challenges**

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Policy. Complaints procedures are available to access on the College website.

### [Complaints Procedures](#)

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

Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular medical, social and/or cultural circumstances.

Data will be processed in line with the requirements and protections set out in the UK General Data Protection Regulation.

## **Non-compliance**

Parents of students who frequently breach the uniform policy will be asked to attend a meeting in school with the students' tutor and/or year lead. For escalated issues parents will be required to attend a meeting with a member of the senior leadership team.

Subject teachers are expected to raise concerns re the breach of the Uniform Policy with the student's tutor and or Year Lead and not the individual child.

## Uniform

Uniforms are as follows:

- Charcoal Grey trousers or **pleated** grey skirt
- Charcoal Grey tailored shorts – Summer term only – June till end of school year
- White Shirt
- Charcoal Grey V neck jumper or cardigan with blue edge stripe (optional)
- Thomas Estley blazer
- Thomas Estley tie
- Black socks
- Black tights
- Fully black footwear, including soles -NO boots

## Hoodies or non-branded jumpers are not allowed

### PE kits

- Black / navy blue shorts
- Thomas Estley branded navy-blue polo shirt
- Black / navy blue football socks
- Navy blue tracksuit top / cold weather top (optional)
- Black / navy blue tracksuit bottoms (optional)
- Football boots when on grass
- Clean, non-marking trainers for indoors (black air force one-type shoe not permitted)

Parents/carers are responsible for ensuring their child brings their PE kit to school when needed.

School colours should be worn, for PE. We ask that children have shorts, T Shirt and warm outer clothing.

Where children don't provide their own PE kit, school will have kits available for them to borrow.

The school provides team strips sports kits for children representing the school in inter school competitions. We ask that kits are washed and returned to school after the event.

### Footwear

Block heels of no more than 3cm may be worn.

Footwear should be **fully black**

Boots should not be worn

### Other

No facial piercings are permitted – students with facial piercing will be asked to remove

## **Policy review**

This policy is reviewed every two years by the Chair of Governors

The scheduled review date for this policy – January 2026