



King's High School

**KING'S HIGH SCHOOL
UNIFORM AND
APPEARANCE CODE**
(Years 7-11)

Aspire. Achieve. Enjoy.

The Uniform and Appearance Code has been drawn up through extensive consultation with students, staff and parents. Their views have helped shape a clear whole-school approach to uniform and appearance which aims to be fair, inclusive, reasonable, and transparent. The justification for each aspect of the code was considered, paying due attention to wellbeing and inclusivity.

This guidance on uniform and appearance has been written with reference to the Department for Education Guidance on School Uniform (updated 2021) and also the Department for Education Statutory Guidance on the Cost of School Uniforms (updated 2021). The requirements of the Human Rights Act (1998), the Equality Act (2010) and the guidance provided by the Halo Code for Afro-textured hair have been taken into account. Consideration has been given to the impact of the policy on pupils who share a protected characteristic, in particular:

- religion or belief
- race
(including colour, nationality, ethnic or national origin)
- disability
- gender

Guiding principles

- For uniform and appearance to be inclusive, smart, professional, affordable, comfortable and practical/safe
- For as many students as possible to enjoy wearing their uniform and feel a sense of belonging and pride
- For the School Uniform and Appearance Code to have minimal impact on how students express their individuality outside of school
- To minimise both peer pressure and the pressure to follow particular fashion trends whilst at school
- To be transparent about the code and any procedures adopted for those who find it hard to conform, so the code is implemented in a consistent way that is fair to all.

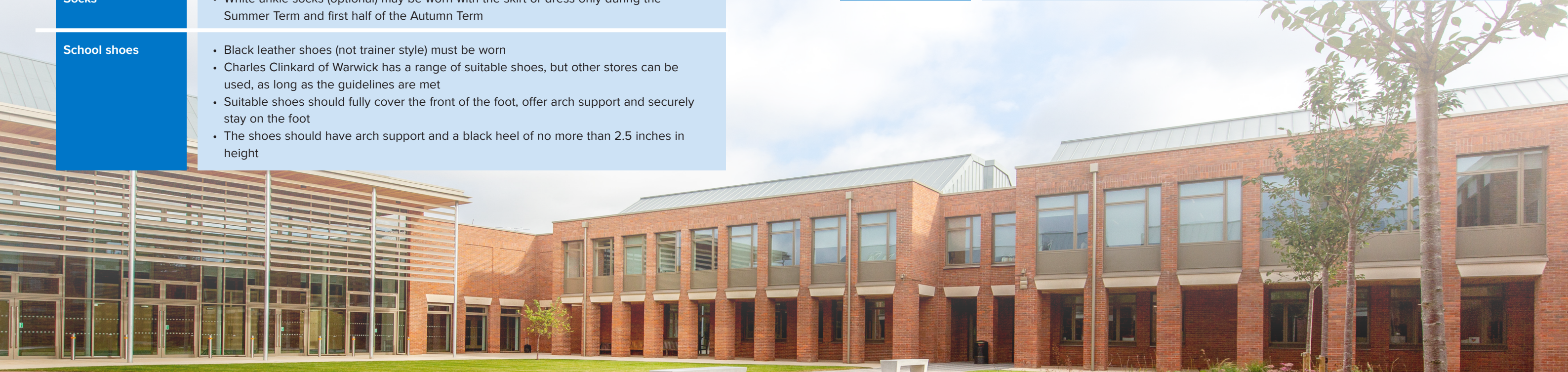
Requirements of the code

Students should arrive at school daily, looking smart in their appearance and wearing full uniform, unless a formal exemption has been made e.g. for a school trip. Apart from during sports activities, sweatshirts and hoodies, even with the school logo, should not be worn. All uniform, games kit and personal possessions must be clearly marked with the owner's name. The Head may grant exceptions to any part of the school's uniform policy but in most instances, this will relate to cases of religious observance or medical needs.

Items marked * must only be purchased from Stevensons

Mock kilt* Key Stage 4 skirt* Trousers* Summer dress*	<ul style="list-style-type: none">Students may choose to wear the skirt or full-length regulation trousers. In Key Stage 4, the optional back-pleat skirt may be worn as an alternative to the mock kiltSummer dress (optional) may be worn in the Summer Term and until Autumn Half Term. Please note they are designed to be loose fitting and must be purchased to adhere to length stipulationsIn Key Stage 3, skirts and dresses are worn on the knee or below throughout the year and should be brought at a length which allows for growing room. Waistbands are adjustable to aid with fittingIn Key Stage 4, skirts and dresses must be worn at approximately knee level or below the knee. A skirt or dress which is being worn at around 5cm or more above the knee will not meet the code. Waistbands are adjustable to aid with fittingSkirts and dresses tend to ride up under a jumper or when a bag is being carried and allowance should be made for this when purchasing so that the expectations can always be adhered toThe style of the skirt or dress must not be altered in any way and skirts and dresses must not be rolled or hitched up. They can, of course, be hemmed as long as the correct length is maintained
Blazer*	<ul style="list-style-type: none">Students may choose to remove their blazer, without permission, during a lesson but should wear it daily for arrival and departure from school and when moving around school. It is also required for formal occasions including all assembliesSleeves should be rolled down
Blouse	<ul style="list-style-type: none">White revere blouses may be short sleeved or long sleeved
V-neck jumper* Sleeveless slipover*	<ul style="list-style-type: none">Must be purchased from Stevensons to ensure colour matchThe slipover may be worn as an alternative to the jumper
Tights Socks	<ul style="list-style-type: none">Black tights or black knee-length socks may be worn with the skirt, dress or trousersWhite ankle socks (optional) may be worn with the skirt or dress only during the Summer Term and first half of the Autumn Term
School shoes	<ul style="list-style-type: none">Black leather shoes (not trainer style) must be wornCharles Clinkard of Warwick has a range of suitable shoes, but other stores can be used, as long as the guidelines are metSuitable shoes should fully cover the front of the foot, offer arch support and securely stay on the footThe shoes should have arch support and a black heel of no more than 2.5 inches in height

Outdoor clothing	<ul style="list-style-type: none">Overcoat (optional) in navy or black may be worn to and from school and outside onlyHats, gloves and outdoor scarfs, in traditional style in any colour, may be worn to and from school and outside only
Rucksack School bag	<ul style="list-style-type: none">In Key Stage 3 school items are carried in a rucksack which must be predominantly blue or blackIn Key Stage 4 a bag, which must be predominantly blue or black, may be used as an alternative to the rucksack
Hair	<ul style="list-style-type: none">Accessories, including those worn for religious reasons and those worn by those with Afro-textured hair, should match either the uniform colours (black, blue or white) or the natural colour of the hairHair colour should be of a single tone and within the range of natural hair coloursWe follow the Halo Code guidance for Afro-textured hair
Make-up etc.	<ul style="list-style-type: none">A natural look is required with no visible make-up, mascara or false eyelashes, acrylic nails, nail varnish, fake tan etc
Jewellery	<ul style="list-style-type: none">A wristwatch is permitted but smart watches are strongly discouragedOne small, plain stud may be worn in the ear lobe with the bottom of the lobe visible.Earrings cannot be worn for any form of Physical Education lesson or sports activity. Students will be asked to remove them before taking part in a physical activity and must not wear them to school if they are not capable of removing them. This should be taken into consideration when ear piercing is being planned as, for safety reasons, there can be no exceptionsAn item of religious jewellery may be worn discreetly only if written request is received from a parent and a jewellery pass issuedNo facial piercing jewellery is permitted



Implementation of the code

The code is best implemented by students, parents and staff working in partnership:

- **Students** are responsible for adhering to the code and its expectations on a daily basis and there should be few occasions when any discussion about their appearance is necessary. They should be aware that skirt length will be noticed in the same way as any other issue.
- **Parents** are asked to work with their child to ensure they meet the uniform and appearance code when leaving home each morning. Parents are asked to ensure that piercings and semi-permanent beauty procedures which lead to an unnatural appearance in students (e.g. acrylic nails, false eyelashes, fake tan, unnatural hair colouring) are not carried out at a time which mean the appearance code cannot be followed. Parental support when issues are being addressed is essential for successful and fair implementation of the code.
- **Staff** are asked to be vigilant in sensitively addressing issues daily and are asked to follow the established reporting procedures. The Head is the final arbiter of the appropriateness of student attire and appearance.

Skirts and dresses

The uniform code states that skirts and dresses must not be rolled or hitched up and a required length is stipulated. Staff will address issues simply in terms of ‘not meeting the code’ and issues will be noticed and addressed, just as with any other aspect of uniform, using the procedures outlined above.

If a student is wearing a microskirt (length closer to the hip than the knee), Heads of Key Stage or Heads of Year will speak directly to the student and arrange for a loan skirt or dress to be issued so that lessons can be attended. Parents will be informed by email if this has been actioned.

Loan stock: a limited number of items of uniform (mainly blazers and old-style plain blue skirts) are available on short-term loan whilst issues are addressed. These are signed in and out and costs will be recovered from parents if the loan item is not returned in good condition in a timely manner. Parents will always be informed if a loan item has been issued.

Dealing with instances where the dress code is not met

In general, a stepped approach will be used to liaise with students and their parents when uniform expectations are not met, in line with the Behaviour Policy:

STEP 1: RAISING AWARENESS	Uniform Code expectations shared with students regularly in pastoral time. Request made to students to ‘follow the code’ and stepped approach to issues explained. Where appropriate, immediate adjustments to uniform may be requested – see ‘internal actions’. Students may be prompted individually or collectively about specific requirements and the steps taken if the code is not met.
STEP 2: INTERNAL ACTION	Conversation with student (in person or by email): ‘Please could you wear your skirt at a length that meets the code. In our stepped approach, notes home and formal sanctions are used when students continue to ignore requests.’ (NB It is an expectation that all students daily check and respond to individually sent emails from staff). Other internal actions might include: <ul style="list-style-type: none">• Jewellery and non-uniform items may be temporarily confiscated• Student asked to visit the Nurse to remove make up• Loan skirt issued if a student only has a microskirt (closer to hip than knee)
STEP 3: PARENTAL SUPPORT	Note Home sent to ask for parental support the second time an issue arises. Further internal action may be taken. The student may be granted permission in their planner to visit the onsite shop if replacement uniform is required.
STEP 4: ESCALATION	Escalation actions might include: <ul style="list-style-type: none">• Lunchtime detention• Restorative action/conversation• 4X daily checks with Head of Year or other pastoral staff• Formal meeting/conversation with parents





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