



Weald of Kent Grammar School

School Uniform Policy – 2024-2025

1. 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 carers
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
- Clarify our expectations for school uniform

2. Purpose of the school uniform

The uniform plays a valuable role in contributing to the unique ethos of Weald of Kent Grammar School. We believe our uniform:

- Instils pride;
- Supports positive behaviour and discipline;
- Encourages identity with, and support for, the School's ethos;
- Ensures that students of all races and backgrounds feel welcome;
- Protects children from social pressures to dress in a particular way;
- Nurtures cohesion and promotes good relations between different groups of students;
- Enhances participation and enjoyment of sport when students feel comfortable in their PE clothing;
- Supports effective teaching and learning

3. 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 age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing uniform items based on sex, to give all students 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 students
- Allow all students to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all students to style their hair in a way that is appropriate for school and makes them feel most comfortable
- Allow students to wear lightweight headscarves/hijabs for religious reasons
- Allow students with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking students or their parents/carers to get in touch with the Head Teacher who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

4. Limiting the cost of the school uniform

Our school has a duty to make sure that the uniform we require is affordable, in line with statutory guidance from the Department for Education (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as the Weald tartan skirts and items that need to have a school logo) cannot be purchased from a wide range of retailers and that requiring many such items limits parents/carers 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/carers

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible so that the school's uniform can act as a social leveller
- Avoid different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers and students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

Support is provided to parents/carers via:

- The school for students in receipt of free school meals or pupil premium
- A successful low cost second-hand uniform scheme run by the PTA
- An effective system to re-unite named lost property with its owner

The School does not operate as a uniform supplier and gains no financial benefit through the operation of this policy. The uniform requirements and cost of supplying the uniform are regularly reviewed by the Trust Board. Any future changes to the uniform requirements would include a transitional period of phasing out the old and introducing the new.


5. Expectations for our school uniform

Students must wear full school uniform at all times except where otherwise directed by a member of staff. The general appearance of students should conform to a reasonable norm which, if necessary, shall be determined by the Headteacher. It is important that each student should project an image that would bring credit to themselves and the School.

5.1 Our school's uniform

The Weald tartan skirts and items that need to have a school logo (**) can only be purchased from Monkhouse or the WOK PTA shop (see section 4.2 below)

MAIN UNIFORM - REQUIRED	
Years 7, 8, 9	<ul style="list-style-type: none">• School regulation check kilt** or navy trousers
Years 10 & 11	<ul style="list-style-type: none">• School regulation straight check skirt** or navy trousers
All	<ul style="list-style-type: none">• Burgundy school jumper with gold trim**• White open neck, short sleeve blouse

OPTIONAL ITEMS	
All	<ul style="list-style-type: none"> • School regulation navy blazer** • Summer dress** <p>Students may wear the summer dress in Terms 1, 5 and 6</p>
SPORTS UNIFORM - REQUIRED	
All	<ul style="list-style-type: none"> • Navy/maroon polo shirt ** • Navy/maroon skort or shorts ** • Navy hockey socks • White trainer socks • Running trainers with non-marking soles • Shin pads and gum shield <p>Students should wear their PE kit to school on days they have PE lessons. PE kit may only be worn on PE days. Students should have their alternative PE clothes (indoor / outdoor) in their school bag on these days in the event of rain or any other issue requiring them to change.</p>
OPTIONAL ITEMS	
	<ul style="list-style-type: none"> • Navy round neck sweatshirt with Weald logo** • Plain navy tracksuit bottoms (no logos) • Plain navy or black sports leggings (no logos)
OTHER	<ul style="list-style-type: none"> • Hair bands/white earring tape • Robust PE bag
OTHER ITEMS	
<ul style="list-style-type: none"> • Plain black or white ankle socks (knee high or over the knee socks are not acceptable) or plain black tights. • Waterproof winter coat. It is not acceptable to wear denim jackets; leather jackets; hoodies; sweatshirts; knitwear or an extra jumper instead of a coat. Coats may be any colour. • Plain black formal polishable school shoes. Heeled shoes and ankle boots are not acceptable. • The following types of black trainers are not permitted 	
	
JEWELLERY AND HAIR	
<ul style="list-style-type: none"> • Jewellery may be permitted with respect to certain medical conditions or religious reasons. Parents or carers must request permission in writing from the Headteacher. • Body piercing (including lip/nose/eyebrow/tongue piercing) is not acceptable. • Only plain stud earrings (of any colour) are permitted. 	

- False nails, false eyelashes, eyelash extensions and nail varnish should not be worn. Make up should appear natural.
- Hair should be neat, clean and tidy. Hairbands should be plain in colour or a Weald scrunchie.
- Hair should be a natural colour only.
- Headscarves/Hijabs: Lightweight (for religious reasons), black or navy-blue, fastened with safety pins only
- Our policy adheres with The Halo Code: <https://halocollective.co.uk/halo-code-school/>

SKIRT LENGTH

Skirts and dresses should be around knee length.

Sixth Form Dress Code

All students at Weald of Kent Grammar School are expected to exemplify the highest standards. The way we present ourselves each day sets the tone of a working environment and is a sign of our intention to work hard and be the best we can be. As role models and leaders of our school community, all sixth form students are expected to dress and act in a smart and confident manner, which promote the same standards and expectations as for the students in Years 7 to 11. The dress code below has been drawn up to allow students to dress in clothes which they find comfortable, and which show their individuality, in keeping with the above principles.

The final decision as to the appropriateness of a student's appearance rests with the Director of Sixth Form.

Item of Clothing	Can Wear	Cannot Wear
Suit Jacket/Blazer	A suit jacket/blazer must be worn by all students, except during Summer Uniform.	Coat instead of suit jacket/blazer.
Outfit	<ol style="list-style-type: none"> 1. Shirt and tie with trousers/skirt. 2. Blouse with trousers/skirt. 3. Smart dress. 	Skirts/dresses above mid-thigh level. Jeans, denim, leggings, jersey, cargo style trousers. Revealing/sheer clothing. Shorts/skorts.
Shirts & Blouses	Smart, business style. Sleeveless blouses are acceptable.	Casual tops. Revealing tops. Sheer material. Thin strap vests. Polo shirts
Jumpers	Smart, business style V-neck, crew neck or cardigan jumpers.	Jumpers with large logos. Sweatshirts or hoodies. Oversized, baggy jumpers/cardigans.
Shoes	Any smart plain leather or suede school type shoes. Smart ankle boots. Smart sandals for Summer Uniform.	Sling backs, high heels, UGG boots, trainers, plimsolls, flip flops, crocs, platform shoes/boots, Dr Marten boots (shoes are acceptable).
Coats	Any suitable coat when outside.	Coat instead of suit jacket/blazer. Denim, leather jackets

Makeup Grooming & Hair	Minimal and discreet. Beards may be worn but they must be kept neat. Natural hair colour only.	
Student ID Lanyard	To be worn at all times – students will be charged for replacement lanyards and cards if lost	
Summer Uniform	Blazer does not have to be worn. Tie does not have to be worn with shirt. Smart sandals are permitted. Sleeveless blouses and dresses are permitted.	As above.

5.2 Where to purchase the school uniform

- The Weald tartan skirts and items that need to have a school logo (**) listed in the table in section 4.1 can be purchased from
 - either Monkhouse, 64 Calverley Road, TN1 2UG Tunbridge Wells (formally Simmonds), 0161 4767216 or Online, click [here](#) for link.
 - Or the WOK PTA shop, located at the Tonbridge and Sevenoaks school campuses. Opening hours will be provided by contacting Main reception (01732 373500). There is also a swap shop for outgrown uniforms via the WOK PTA shop.
- Any other uniform items can be purchased from any high-street retailers.

6. Expectations for our school community

The School ensures that the policy is clear and well publicised via the School's website, the School's admissions information and in the Home-School Agreement.

6.1 Students

Students are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

- 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)

Students are also expected to contact the Headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

Where a student is not adhering to the uniform requirements, the School will discreetly try to establish why not. The Headteacher, or a person authorised by the Headteacher, may ask a student with no good reason to go home to remedy the breach. In all such cases parents/carers will be notified and the absence will be recorded. If a student repeatedly infringes the School's rules on uniform, this will constitute a disciplinary offence.

6.2 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
- In good condition

Parents/carers are also expected to contact the Headteacher 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/carers 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/carers to arrive at a mutually acceptable outcome.

6.3 Staff

Staff will closely monitor students to make sure they are in correct uniform. They will give any students and families breaching the uniform policy the opportunity to comply, but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt in accordance with the School's Positive Behaviour Policy, [Positive Behaviour Policy](#)

Appendix 1: "All students are expected to adhere to the school uniform policy and arrive at school ready to learn. Please see the uniform policy on the school website for further information. It is everyone's responsibility to monitor uniform closely and to uphold the high expectations of the school. Form Tutors will contact home via the school planner/email/phone call should students not adhere to the rules and escalate to detention when previous actions are no longer impactful. Students in the Sixth Form must wear a lanyard at all times, to ensure they are easily identifiable."

Appendix 2: Staff response grid

In cases where it is suspected that financial hardship has resulted in a student not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

6.4 Trustees

The Trust Board will regularly review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the school
- Considers the views of parents/carers and students
- Offers a uniform that is appropriate, practical and safe for all students

The board will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money, for example by avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

7. Monitoring arrangements

This policy will be reviewed annually by the relevant member of the Senior Leadership Team. At every review, it will be approved by the Full Trust Board.

8. Links to other policies

This policy is linked to our:

- Positive Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy

Author:	Veronique Ricks	Date:	July 2024
Next Review Date:	July 2025	Link Trustees:	Liz Kinnersley
Ratified:	9 July 2024 Full Trust Board		