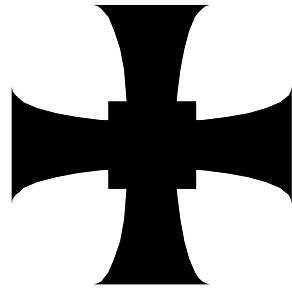


TRINITY SCHOOL CARLISLE



A CHURCH OF ENGLAND ACADEMY

UNIFORM POLICY

Pastoral Committee

Reviewed: June 2023

Approved by the Pastoral Committee: June 2023

Ratified by the full Governing Body: July 2023

Next review: June 2024

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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. 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, Trinity 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.
- Source discounted uniform where possible.
- 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 request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment.
- Allow students to wear headscarves and/or other religious garments.
- 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 to get in touch with their Head of Year, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

3. Limiting the cost of school uniform

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

We understand that items with distinctive characteristics (such as branded items, or items that have to have a school logo or a unique fabric/colour/design) cannot be purchased from a wide range of retailers and that requiring many such items limits parents' 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:

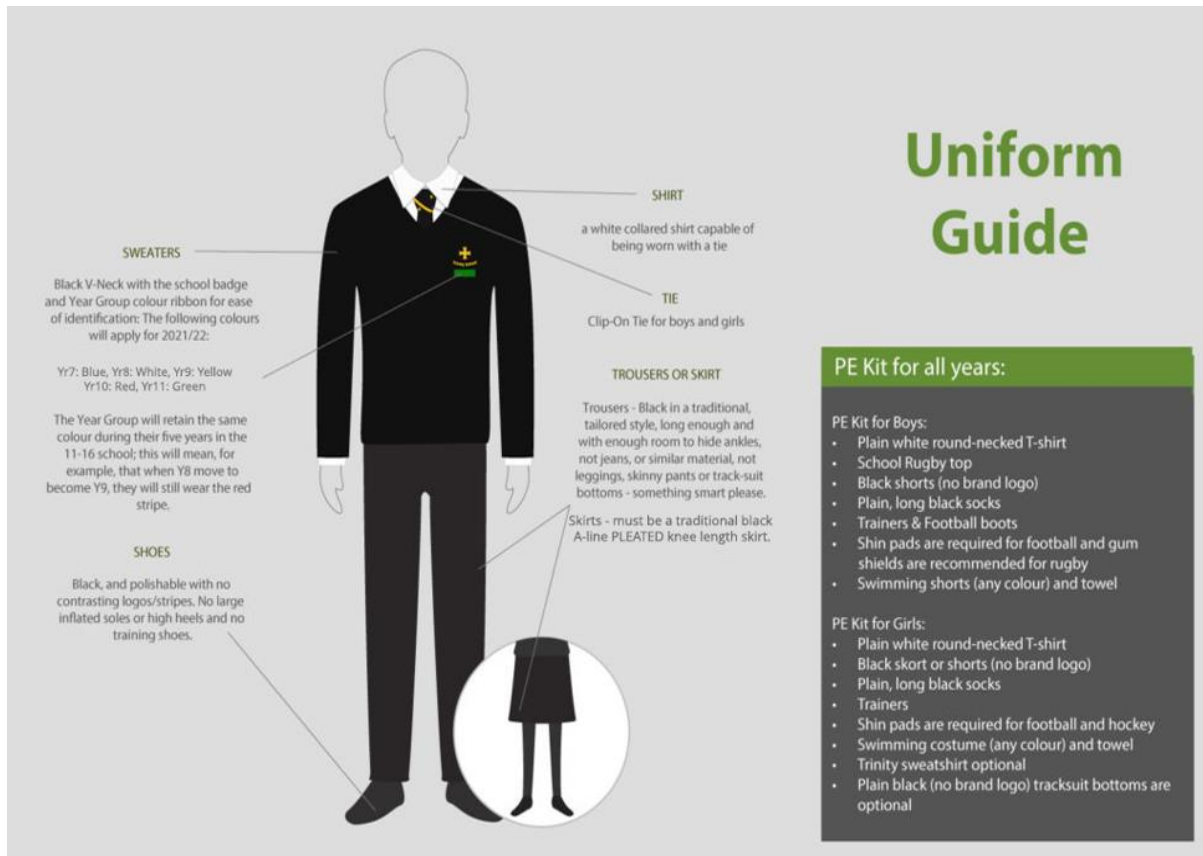
- Carefully considering whether any items with distinctive characteristics are necessary.
- Limiting any items with distinctive characteristics where possible, for example, by only asking that the school jumper, features the school logo.
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties.
- Avoiding specific requirements for items students could wear on non-school days, such as coats, bags and shoes.
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller.
- Avoiding different uniform requirements for different year/class/house groups.
- Avoiding different uniform requirements for extra-curricular activities.
- Making sure that arrangements are in place for parents to acquire second-hand uniform items.
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes.
- Consulting with parents and students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

4. Expectations for school uniform

4.1 Our school's uniform

All students in Years 7 to 11 are required to wear the school uniform and this should be worn throughout each school day, during journeys to and from school and for other formal school events as required. Students in Years 12 and 13 will be expected to adhere to a code of dress which is 'on the smart side of casual.' We look for the support of parents/carers in ensuring that students adhere to our uniform regulations, despite the assurances that students sometimes give to families that nobody is wearing the uniform except themselves!

From time-to-time fashions among students emerge which are not compatible with school uniform including unorthodox styles. Students are not permitted to dye their hair with any unnatural hair colour e.g. green, yellow or pink. Parents/carers who permit their children to do so will be asked to ensure that the dye is reversed back to the original natural colour. If worn, make up should be subtle. This applies only to students in Years 10 and 11. If in doubt about any aspect of uniform or fashion it is best to contact Year team staff. If for some unavoidable reason a student is temporarily unable to wear an item of uniform a note must be brought from a parent/carer. The student will then be issued with a uniform card by the Head of Year, which should then be shown to each subject teacher to explain the uniform breach. This uniform card will indicate an agreed deadline by which time the uniform should be corrected. Thereafter, students may be subject to school sanctions as appropriate. There may be occasions when personal circumstances make it difficult to replace items. Should this be the case we would encourage parents/carers to report this to Year offices so that appropriate support can be put in place.



Jewellery including false (acrylic) and or varnished nails and false eyelashes should not be worn, for safety and security reasons. However, one small pair of stud earrings in the lower part of the earlobe is permitted.

All items of clothing required for the school uniform are listed below:

Years 7-11

Pullover - Black v-neck, with school badge, and Year group coloured flash.

White formal school shirt with collar which should be long enough to be tucked in (short/long sleeves) and school clip on tie.

Trousers - Black in a traditional, tailored style, long enough and with enough room to hide ankles, not jeans, or similar material, not leggings, skinny pants or track-suit bottoms – something smart please.

Skirts – If the choice of attire, is a skirt, this must be a traditional, black, knee length, pleated skirt. Current ‘stretchy’ tight fitting lycra fabric is not allowed.

Shoes – black, and polishable with no contrasting logos/stripes. No large/inflated soles or high heels and no training shoes. Shoes need to provide support and protection, as there is always much coming and going, and variable weather.

Although we do not insist on a particular type of outdoor coat, we hope parents/carers will try to choose a colour which is both serviceable and in keeping with the rest of the uniform.

PE Kit for Boys:

- Plain white round-necked T-shirt
- School Rugby top
- Black shorts (no brand logo)
- Plain, long black socks
- Trainers & Football boots
- Shin pads are required for football and gum shields are recommended for rugby
- Swimming shorts (any colour) and towel

PE Kit for Girls:

- Plain white round-necked T-shirt
- Black skort or shorts (no brand logo)
- Plain, long black socks
- Trainers
- Shin pads are required for football and hockey Swimming costume (any colour) and towel
- Trinity sweatshirt optional
- Plain black (no brand logo) tracksuit bottoms are optional

4.2 Where to purchase it

The above items of clothing are available from:

BE Uniforms Carlisle, 11 West Tower Street, Carlisle, CA3 8QT.

Telephone No. 01361 810304

Shop opening times 9.00 am – 5.00 pm Monday to Saturday and also Trutex Direct via their website trutextdirect.com, using the School Code LEA00667SC

However, almost all of the items are available from supermarkets (such as Sainsbury's, Asda, Tesco) and from high street clothing retailers (such as Marks and Spencer and Primark).

The School Cross and coloured flashes for jumpers are now sewn into sweaters purchased from the Uniform Shop. Different coloured flashes are required for each year group for the 2022-2023 academic year as follows;

Y7: White;

Y8: Yellow;

Y9: Red;

Y10: Green;

Y11: Blue;

The specific, coloured flash a student wears in Year 7, will be retained throughout the uniformed 11-16 School by the year group. This is to recognise the end of year sweaters may well be perfectly adequate for the September return.

Shop opening times 9.00 am – 5.00 pm Monday to Saturday. More information can be found on our school website here: <https://trinity.cumbria.sch.uk/uniform/> and here: <https://trinity.cumbria.sch.uk/wp-content/uploads/Uniform-Guide-22-23-1.png>

As a school, we are conscious of cost-of-living issues and have taken action to ease the burden on families. We retain a stock of brand new uniform garments, from our supplier and this is available to parents/carers at a reduced cost. Those wishing to take advantage of this offer, should in the first instance log on to Pay360 accounts at <https://www.pay360educationpayments.com/Home> and on the right hand side of the homepage, Products, where the option for Uniforms can be found. Once items are selected, navigating to "My Basket", Continue should be selected before entering card details to confirm payment. If parents/carers haven't already registered for Pay360, our online payment platform, or having difficulty logging in or making a payment, please contact the finance team at finance@trinity.cumbria.sch.uk, who will be able to assist. Once items have been purchased, the uniform garment can be collected from the Zone. Collection times are Monday to Thursdays 8.00 am to 8.30 am and 3.05 pm to 3.30 pm.

We also have a high quality, second hand supply. This we use as a short term lending service. Should you wish to access this, please contact your son/daughter's Pastoral team, who will do their best to organise this for you.

5. Expectations for our school community

5.1 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 their Head of Year if they want to request an amendment to the uniform policy in relation to their protected characteristics.

5.2 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 are also expected to contact their Son/Daughter's Head of Year 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 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 Procedure

The school will work closely with parents to arrive at a mutually acceptable outcome.

5.3 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 Senior Leaders/Headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by Pastoral Leaders.

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.

5.3 Governors

The Governing Body will review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the school
- Takes into account the views of parents and students

- Offers a uniform that is appropriate, practical and safe for all students

The Governors 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.

6. Monitoring arrangements

This policy will be reviewed annually by the Deputy Headteacher – Behaviour and Welfare. At every review, it will be approved by the Governors' Pastoral and Community Committee.

7. Links to other policies

This policy is linked to our:

- Expectations for Learning Behaviour Policy
- Equality Policy
- Anti-Bullying (Peer on Peer abuse) Policy
- Complaints Procedure