

# Uniform Policy

<b>Approved by:</b>	Academy Committee	<b>Date:</b> 14/05/2025
<b>Last reviewed on:</b>	June 2025	
<b>Next review due by:</b>	June 2026	

## Contents

Aims .....	2
Our school's legal duties under the Equality Act 2010 .....	2
Limiting the cost of school uniform .....	2
Expectations for school uniform .....	3
Expectations for our school community .....	6
Parents and carers .....	6
Sanctions .....	7
Links to other policies .....	8

---

## 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

## 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 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/carers to get in touch with their child's 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.

## Limiting the cost of 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 branded items, or items that need 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/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.
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items.
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler.
- Avoiding 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.

## Expectations for school uniform

Uniform standards at Thornden School are high and our uniform code is inclusive, de-gendered and smart. We have a strict uniform policy for the simple reason that it enables every student to attend school in an equal and fair way. By maintaining this expectation, we ensure that appearance does not advantage or disadvantage any students based on fashion choice, socio-economic wealth, or body shape/size.

We strongly believe that this basic equality is a fundamental right of children in education and that this is vital to a caring and safe learning environment. For this reason, we will not spend time discussing, negotiating, or arguing personal views on uniform with parents/carers.

<b>Top</b>	<ul style="list-style-type: none"><li>• Black Thornden sweatshirt with school logo</li><li>• (Year 7, 8, 9, 10) White Thornden polo shirt with school logo</li><li>• (Year 11) Light blue Thornden polo shirt with school logo</li><li>• (Year 11 Student Leader) Royal blue Thornden Student Leader Polo shirt with school logo</li></ul>
<b>Skirt/ trousers/ shorts</b>	<ul style="list-style-type: none"><li>• Black tailored trousers – worn at the waist, no ‘sagging’.</li><li>• No cargo trousers or jeans</li><li>• Tailored black shorts, to be worn at the knee.</li><li>• Grey tartan skirt, available from Skoolkit only, to be worn just above the knee (must not be rolled or shortened after purchase).</li></ul>
<b>Footwear</b>	<ul style="list-style-type: none"><li>• Flesh coloured or plain black tights.</li><li>• <b>Plain</b> socks (black or white) – no socks to be worn over tights.</li><li>• Plain black leather school shoes – no branding, no trainers. Shoes must not have sports logos or labels on them, such as ‘Vans’, ‘Nike’, ‘Converse’ or similar brands.</li></ul>
<b>Coats</b>	<ul style="list-style-type: none"><li>• Sensible warm waterproof coat - no hoodies or tracksuit tops</li></ul>
<b>Belts</b>	<ul style="list-style-type: none"><li>• Plain black functional belt</li></ul>

<b>Bags</b>	<ul style="list-style-type: none"> <li>School bag should be fit for purpose and able to comfortably fit in an A4 exercise book and other equipment students may need on a daily basis</li> </ul>
<b>Jewellery</b>	<ul style="list-style-type: none"> <li>x1 watch</li> <li>x1 plain ring</li> <li>x1 single plain necklace (tucked in)</li> <li>x1 single plain bracelet</li> <li>x1 pair of small stud earrings in the ear</li> <li>x1 small nose stud (nose rings are not permitted)</li> </ul>
<b>Hair</b>	<ul style="list-style-type: none"> <li>No non-natural hair colours</li> <li>We acknowledge that afro-textured hair is an important part of our black students' racial, ethnic, cultural, and religious identities, and requires specific styling for hair health and maintenance.</li> </ul>
<b>Make up</b>	<ul style="list-style-type: none"> <li>Natural make-up</li> <li>False eyelashes are not permitted</li> </ul>
<b>Nail Varnish</b>	<ul style="list-style-type: none"> <li>Sensible length nails (for health and safety reasons) that are of a clear colour – no coloured nail polish.</li> <li>False nails (acrylics) are not permitted.</li> </ul>
<b>Hijab/Headscarf</b>	<ul style="list-style-type: none"> <li>We support the wearing of head coverings for religious reasons.</li> </ul>

## PE Kit

Compulsory kit	
<b>Socks</b>	<ul style="list-style-type: none"> <li>White sports socks (for lessons that do not require studded boots or shin pads)</li> <li>Royal blue and black rugby/hockey/football socks (for lessons that require studded boots and shin pads)</li> <li>Plain black rugby/hockey/football socks (for lessons that require studded boots and shin pads) <b>(only allowed until September 2025)</b></li> </ul>
<b>Top</b>	<ul style="list-style-type: none"> <li>Royal blue and black panelled polo shirt with school logo (Skoolkit / Koolschools)</li> <li>Red Thornden PE shirt <b>(only allowed until September 2025)</b></li> </ul>
<b>Shorts</b>	<ul style="list-style-type: none"> <li>Royal blue and black panelled shorts with/without school logo (Skoolkit / Koolschools)</li> <li>Plain black shorts <b>(only allowed until September 2025)</b></li> </ul>
<b>Trainers</b>	<ul style="list-style-type: none"> <li>Sports Trainers (air force ones, vans etc are not permitted for PE)</li> </ul>
<b>Shin Pads</b>	<ul style="list-style-type: none"> <li>Shin pads must be worn for Football and Hockey. These must also be worn for students taking part in extracurricular activities and/or chosen to represent the school in these sports.</li> </ul>



<b>Football/rugby boots (with studs/moulded studs)</b>	<ul style="list-style-type: none"> <li>Appropriate boots must be worn for Football, Rugby and cross-country. These must also be worn for students taking part on extracurricular activities and/or chosen to represent the school in these sports.</li> </ul> <p><b>Studded boots will only be compulsory for Year 7, 8 and 9.</b></p>
<b>Optional kit</b>	
<b>Black leggings</b>	<ul style="list-style-type: none"> <li>Skoolkit black leggings from with the school logo may be worn as an alternative to the school shorts.</li> </ul>
<b>Royal blue and black ¼ zip training top</b>	<ul style="list-style-type: none"> <li>This ¼ zip top may be worn as an additional layer</li> </ul>
<b>Red Thornden PE jumper</b>	<ul style="list-style-type: none"> <li>This jumper may be worn as an additional layer (only allowed until September 2025)</li> </ul>
<b>Reversible royal blue and black rugby shirt</b>	<ul style="list-style-type: none"> <li>This rugby shirt may be worn as an additional layer</li> </ul>
<b>Black with white trim tracksuit bottoms</b>	<ul style="list-style-type: none"> <li>These black and white trim Skoolkit tracksuit bottoms may be worn as an alternative to the school shorts/black leggings.</li> </ul>
<b>Mouth guard</b>	<ul style="list-style-type: none"> <li>We highly recommend that mouth guards are worn for Hockey and Rugby. These should also be worn for students taking part in extracurricular activities and/or chosen to represent the school in these sports.</li> </ul>
<b>GCSE PE Polo Top</b>	<ul style="list-style-type: none"> <li>There is also the option for Year 10 and 11 GCSE PE students to wear the Thornden GCSE PE polo top</li> </ul>
<b>Health and Safety/additional information</b>	
<b>Jewellery</b>	<ul style="list-style-type: none"> <li>All jewellery must be removed for PE lessons: this includes watches, rings, earrings.</li> </ul>
<b>Hair</b>	<ul style="list-style-type: none"> <li>Hair must be tied back for all PE lessons; please bring your own hair band.</li> </ul>
<b>Football boots</b>	<ul style="list-style-type: none"> <li>As mentioned above, we strongly advise these are purchased to ensure that students have adequate grip in wet weather and muddy conditions. This also ensure their trainers do not get ruined.</li> </ul>
<b>Boot bag/carrier bag</b>	<ul style="list-style-type: none"> <li>It is recommended that students bring a boot bag or carrier bag that they can put their wet muddy kit in, during the winter months.</li> </ul>



If you have any questions regarding the PE kit please contact a member of the PE department who will be happy to help.

Where to purchase it:

**Skoolkit**

[Skoolkit information](#)

Skoolkit, 31 Leigh Road, Eastleigh.

[Order online from Skoolkit.](#)

## **Koolskools**

We are pleased to partner with the Fairtrade school uniform company, Koolskools, who provide quality Fairtrade/ECO uniform at affordable prices. All Koolskools- manufactured uniform is made with Fairtrade cotton and recycled polyester, and you can buy online.

[Order online](#)

Koolskools, 387 Shirley Road, Southampton.

## **Expectations for our school community**

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.

## **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

On the rare occasion where for medical reasons uniform cannot be adhered to, then a note is provided clearly explaining any temporary change.

Parents/carers are also expected to contact their child's Head of Year/SEND department if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

## Sanctions

Any student who breaches our uniform policy, will be issued a 'Community Lunchtime Detention'. Details of the uniform breach will be communicated with parents/carers, via Arbor. A uniform breach may be picked up by any member of staff in the school. The Community detention runs every day from 1.10-1.30pm. Any student who fails the detention or fails to attend, will be escalated to a 30-minute after school detention.

### Confiscation of Items

If a student wears or brings any of the following items to school, they will be confiscated and returned to the student at the end of the school day.

- Hoodie/tracksuit top
- Jewellery not listed/excessive jewellery.
- Any other valuables not permitted in school.

**Any student who refuses to hand over the item, will be placed into our Reflection Room.**

Student breaches uniform policy – item confiscated.		Student breaches uniform policy – item not confiscated.	
Behaviour type	Consequence	Behaviour type	Consequence
Uniform breach – Jewellery Uniform breach – Hoodie/tracksuit top	Student hands item to member of staff = <b>20min Community Lunchtime Detention.</b> Collect item from reception at 2.55pm.  Student refuses to hand item to member of staff = HOY processes <b>x1 day in IR + same day after school detention.</b>	Uniform breach – Shoes Uniform breach – Skirt Uniform breach – Trousers/shorts Uniform breach – Make up/nails Uniform breach - Hair	<b>20min Community Lunchtime Detention.</b>  Communication home from tutor/HOY about resolving the uniform issue.

**Persistent breach of uniform policy** - A student who is persistently defiant by failing to wear Thornden uniform correctly.

- X10 breaches = x1 day in Thornden's Reflection Room + same day detention (HOY meeting with parent)
- X10 further breaches = x1 day in Toynbee's Isolation Room (SLT meeting with parent)

Students who persistently wear uniform incorrectly (e.g. rolled skirt), will be instructed to wear an alternative item of clothing (e.g. trousers).

Students who persistently breach our uniform rules may be externally suspended

## Links to other policies

- [Behaviour policy](#)
- [Complaints policy](#)
- [Anti-bullying policy](#)
- [Equality Information and objectives](#)