



**BRANNEL SCHOOL**

**UNIFORM AND  
APPEARANCE  
POLICY**

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## School Principle

We believe that all people have equal value and that taking pride in your appearance is the foundation of building positive self-esteem and a cornerstone of raising aspirations.

Students, parents and carers have a responsibility for their uniform and appearance and how this impacts on the school's learning environment. We are determined to build a culture amongst staff and students which enables the very best learning to take place. Students' attitudes towards their uniform and appearance determine, in part, the quality of learning in the school.

School uniform plays a valuable role in contributing to the ethos of Brannel School and setting an appropriate tone. We believe that our uniform can: instil pride; support positive behaviour and discipline; encourage identity with, and support for, school ethos; ensure pupils of all races and backgrounds feel welcome; protect children from social pressures to dress in a particular way; and nurture cohesion and promote good relations between different groups of pupils. Above all, Brannel School believes that school uniform supports effective teaching and learning.

Rules and codes of conduct help maintain standards and teach about good conduct and high expectations. We expect teachers and support staff to uphold school rules and we ask parents and carers to reinforce these basic expectations.

Our school uniform was instigated and designed in consultation with staff, with students through the Student Councils, and with parents as part of our annual parental survey.

## Uniform and Appearance

We ask all students to uphold the same standards of uniform and appearance.

Specifically:

**Blazers:** all students must wear their school blazer at all times during the school day. Teachers may allow students to remove their blazers during lesson times, but this is entirely at the teacher's discretion. The only other time that students are permitted to remove their school blazer is if they are engaged in a sporting activity on the Astro Pitch or Tennis Courts.

**Shoes:** must be black and plain, leather and polished. Shoes should provide adequate support, comfort and protection. All shoes must be low heeled. Shoes with high heels or wedges are not appropriate.

Students must wear school loan shoes if they do not wear the correct shoes, unless they have provided proof of a medical condition which is impairing their ability to walk.

Shoes with visible branded labels, trainers or canvas shoes are not allowed

**Trousers:** must be black and tailored with only one button fastener visible.

No decorative buttons, buckles or zips are allowed. Skin tight or figure hugging trousers are not appropriate. Jeans, Chino's, Leggings or other garments which are not school trousers

are not allowed. Trousers must be full length and must not be rolled up at the feet. Trousers must be worn so that they entirely cover underwear.

**Skirts:** Skirts are permitted as part of the school uniform. Skirts must be pleated and of an appropriate length that reflects the high professional standards we expect and which should be no shorter than just above the knee.

Stretch mini-skirts are not permitted school uniform. Skirts made out of lycra or that are 'form fitting' are not allowed.

### **Shorts**

During the summer term only, all students may wear tailored shorts if they wish. These shorts may only be purchased from our uniform supplier, Macron. Any exceptions to this must be approved by a member of the Senior Leadership Team prior to being worn.

**Socks and Tights:** all socks and tights must be plain black only.

**Shirt and Tie:** students are only allowed to wear the school clip-on ties. Students must have white shirts with a top button and this button must remain done up. Students must also have their shirts tucked in.

**Jumpers and Coats:** Only school jumpers, plain black V-neck jumpers, or plain black cardigans are allowed.

Non-school jumpers or hoodies are not allowed at school. In inclement weather, students should wear weatherproof coats.

**Earrings, Piercings and Jewellery:** Students may only wear one pair of stud earrings, with one stud in the lower lobe of each ear. No other visible piercings (including blanks) are allowed.

Students who wear any other type of stud, bar or ring will be asked to remove it - regardless of how recently it was installed. Other than a watch, students may only wear one simple bracelet. Any necklaces must be worn under the shirt so as not to be visible.

**Hair:** Students' hair must not be extreme in style. Students may colour their hair but only in natural colours.

### **Consistency**

The consistent application of any policy is crucial to its success. It is essential that all staff, both teaching and non-teaching, apply the principles of this Uniform and Attendance Policy consistently to ensure fairness with students.

This policy is closely linked to all other policies in the school which consider the behaviour management and safety of students.

### **Uniform Expectations During Severe Weather**

There are occasions when severe weather means we need to make adaptations to the school uniform. Decisions about implementing these adaptations are made only by the Headteacher after consulting with senior staff.

### Severe cold/snow

When indicated by the Headteacher, students may wear additional layers to school, including additional jumpers. These should be removed when in the building. They may also wear wellingtons/boots.

### Heatwaves/High Temperatures

The Headteacher may decide that, in cases of extreme heat, students may do one of the following as instructed:

- Remove their ties
- Wear their PE kits to school

### **Failing to comply with Uniform and Appearance Policy**

We recognise that there are occasions where a student may not be able to wear the correct school uniform through no fault of their own. This may be as a result of shoes breaking or trousers tearing. Whatever the reason for these incidental failures, we intend to support students and their families so that the issues can be rectified quickly and without significant sanctions.

However, repeated and intentional failure to follow this uniform policy will result in higher levels of scrutiny and response. The wearing of loan uniform, where available, is non-negotiable. Failure to wear the loan uniform will result in sanctions appropriate to defiance.

Students who attend school without the correct uniform will be asked to correct it and will receive a formal warning (S1). Repeated failures to wear correct uniform will incur greater sanctions.

Any student who fails to comply with the school's Uniform Policy will be subject to the school's sanctions, as set out below and in line with the school's Behaviour for Learning Policy

Stage	Description of Behaviour	Sanctions
S1	<b>Any incident of non-compliance with uniform policy</b> Examples: <ul style="list-style-type: none"><li>• Attending school without Blazer</li><li>• No Tie</li><li>• Inappropriate Hair, Jewellery, Jumper, Shirt, Shoes, Socks, Tights or Trousers</li><li>• Shirts untucked</li><li>• Scarfs, Hats and Coats worn inside school buildings</li><li>• Blazer removed without permission</li></ul>	<b>S1 - Formal warning</b> Recorded on Sims
S2	<b>A continuation of any previous non-compliance, which was not improved by S1</b> Examples: <ul style="list-style-type: none"><li>• Attending school without Blazer</li><li>• No Tie</li></ul>	<b>S2 - Detention</b> Lunchtime HOY detention Recorded on Sims

	<ul style="list-style-type: none"> <li>• Inappropriate Hair, Jewellery, Jumper, Shirt, Shoes, Socks, Tights or Trousers</li> <li>• Shirts untucked</li> <li>• Scarfs, Hats and Coats worn inside school buildings</li> <li>• Blazer removed without permission</li> </ul>	
<b>S3</b>	<p><b>Repeated, persistent or significant non-compliance requiring HOY intervention</b></p> <p>Examples:</p> <ul style="list-style-type: none"> <li>• Attending school without Blazer</li> <li>• No Tie</li> <li>• Inappropriate Hair, Jewellery, Jumper, Shirt, Shoes, Socks, Tights or Trousers</li> <li>• Shirts untucked</li> <li>• Scarfs, Hats and Coats worn inside school buildings</li> <li>• Blazer removed without permission</li> </ul>	<p><b>S3 - Detention</b></p> <p>After school detention (See guidelines for after school detentions in Behaviour for Learning Policy)</p>
<b>S4</b>	<p><b>Serious incident of non-compliance, requiring HOY/HOD or SLT intervention</b></p> <p>Refusal to rectify an issue of non-compliance, for example:</p> <ul style="list-style-type: none"> <li>• Refusal to remove items such as piercings, scarfs or hoodies</li> <li>• Refusal to wear Blazer</li> <li>• Refusal to wear school shoes issued by the school</li> </ul>	<p><b>S4 – Internal Exclusion</b></p> <p>Isolation Room (Only actioned by HOY and SLT) Head of Year Report</p>
<b>S5</b>	<p><b>Serious incident of non-compliance, requiring HOY/HOD or SLT intervention</b></p> <p>Repeated refusal to rectify an issue of non-compliance</p>	<p><b>S5 – Fixed Term Exclusion</b></p>

*This list is for guidance purposes only and the School retains the right to apply these criteria judiciously, depending upon the individual events and circumstances.*

### **Parental Support and Communication**

We recognise that supporting our students to make positive choices requires parents, students and the school to work together when issues arise. Your support and communication is vital in ensuring that all parties are informed when circumstances arise which mean that your child is attending school and is unable to comply with this Uniform and Appearance Policy.

Therefore, should such an instance arise, you are required to contact the school prior to the beginning of the school day. Please provide the nature of the issue and confirm when you are expecting to rectify the issue.

### **Uniform Cards**

Uniform Cards are issued to students where we have received clear communication from parents/carers. Uniform Cards are issued for a limited period which has been agreed between the HOY/SLT and the parent/carers. Uniform Cards will ensure that your child is exempt from further uniform sanctions during the limited period.

## **Further Sanctions**

Where a pupil repeatedly refuses to comply with school Uniform and Appearance Policy, even if they do not otherwise display poor behaviour, we believe that an exclusion may be an appropriate response depending on the circumstances of the case.

The Headteacher or a person authorised by the Headteacher may ask a pupil to go home briefly to remedy a breach of the school's rules on appearance or uniform. This should be for no longer than is necessary to remedy the breach. This is not an exclusion; it is an authorised absence. However, if the pupil continues to breach uniform rules in such a way as to be sent home to avoid school, or takes longer than is strictly necessary to affect the change, the pupil's absence may be counted as unauthorised absence.

In all such cases parents will be notified and the absence will be recorded. When making this decision, the child's age, vulnerability, how easily and quickly the breach can be remedied, and the availability of the parent, will be considered. If the pupil then repeatedly infringes the school's rules on uniform or appearance, this may constitute a disciplinary offence and may be grounds for exclusion.