

## 1. Rationale

William Hulme's Grammar School (WHGS) has a Uniform Policy, which aims to:

- foster a sense of belonging and self-esteem.
- have a positive impact on the community's perception of the school and its members.
- help maintain high standards and attitudes to learning as well as reducing social prejudices.

WHGS believes that there are many benefits to the whole school community in an individual student being required to comply with a Uniform Policy. School uniform plays a valuable role in contributing to the ethos of a school and in setting an appropriate professional look both within school and the wider community.

At WHGS, we aim to provide all students with a sense of identity and prepare them for the professional world of work. We aim to ensure that students leave with the highest of aspirations and present themselves in such a way that they are looked upon as excellent role models, both now and in the future.

## 2. Roles and Responsibilities

The Senior Leadership Team (SLT) are responsible for ensuring the implementation and day-to-day management of the policy and procedures.

The SLT are responsible for monitoring uniform and ensures that staff follow up on students who are not complying with uniform rules by working closely with Class Teachers/Heads of Year. The SLT are also ensures that appropriate procedures are put in place to ensure that the policy is being applied consistently and fairly.

**All staff** are responsible for ensuring that the policy and procedures are followed, applying the rules consistently and fairly. Staff should challenge all breaches of uniform and report them to the class teacher/form tutor who is responsible for following up any issues, or they may refer to the Phase Director/Assistant Principals/Pastoral Director/Head of Year in the case of severe or persistent uniform violation.

**Parents, guardians and carers** should take responsibility for ensuring that their child owns and wears the correct uniform, including PE kit and specialist uniform. They are encouraged to work in partnership with the school to assist in maintaining high standards of appearance and should raise any issues arising from the operation of the policy with the relevant class teacher/form tutor.

**Students** are expected to take responsibility for their own uniform and are made fully aware of the school policy, procedure, and expectations. Students are expected to wear school uniform, always adhering to the policy, from leaving home in the morning until returning home after school. They should be proud ambassadors for WHGS.

Students are expected to arrive at school in full and correct uniform. In Years 1-6, parents of those children who do not conform will be contacted by letter or phone. In Years 7-11, those students who do **not** conform will serve a same day detention. In extreme cases, the school reserves the right to take further reasonable action.

### **3. Garments and Other Items of Religious Significance**

WHGS believes that quality educational experiences are those which are personalised and supported by open and effective relationships between staff and pupils. The school does not condone anything which may act as a barrier to establishing quality relationships or inhibit a teacher's ability to properly know the individual and to support their learning and general welfare.

WHGS respects students' requests to wear specific garments, or other items, of particular or religious significance where it is clear there is a genuine religious belief. Where requests are deemed to be genuine, the school may grant permission for such items to be worn. For consistency, the school reserves the right to request that such garments are of a similar colour to the uniform.

WHGS respects the rights of the individual pupil. However, the school will not be obliged to accept the wearing of any garments that cover the majority of the pupil's face, e.g. the burka.

Restrictions will always be imposed where there is a potential significant health and safety risk linked to the wearing of specific items. Each request will be considered individually.

### **4. Jewellery and Accessories**

The only jewellery which is acceptable, for both boys and girls, is a wristwatch and one pair of discreet stud earrings, which must be worn in the ear lobes only. Any other form of jewellery is not allowed. The school does not allow facial piercings of any other kind. Students will be asked to remove any other piercings, if they are visible, as they can present a health and safety risk to students and staff at the school.

Hair should always be presentable, clean and of a professional appearance.

Hair should be neatly styled, but neither hair nor eyebrows should be cut or shaved into 'tramlines' or patterns.

Hair accessories should be small and discreet, plain and of dark colour.

Students' nails should be sufficiently short to prevent injury to themselves and others.

No nail varnish is permitted. Nails must not be coloured or decorated in any way, e.g. with false nails or dye.

False eyelashes are not permitted.

### **5. Other Uniform Guidelines**

Hoodies, sweatshirts, baseball caps, bandanas and do-rags are not allowed.

Skintight trousers, jeggings or jeans are not permitted.

Headscarves worn by girls for religious reasons must be black or navy blue – coloured or patterned headscarves are not acceptable.

'Ugg' style/'Doc Martins' boots must not be worn.

Coloured socks must not be worn over tights.

## Policy Information and Review

<b>Designated Lead Person/s</b>	Ms S E Galloway, Vice Principal (Ethos and Culture)
<b>Created/Reviewed</b>	Annually
<b>Date of last review and by whom</b>	June 2024, Mr T H Copestake
<b>Link Governor (if applicable)</b>	
<b>Ratification by Local Governing Body</b>	
<b>Next Review Date</b>	June 2025



# Primary Phase School Uniform (EYFS)

## Nursery and Reception

WHGS actively fosters an inclusive and supportive environment where pupils feel valued and connected. This, in turn, creates a sense of belonging for our pupils. **Wearing the correct uniform** reinforces this sense of belonging, leading to a high rate of school attendance. High academic achievement is intrinsically linked to a good rate of attendance.

WHGS want your child to be as independent as possible so children should be able to dress and undress themselves easily without having to struggle with zips, buttons or shoelaces. Pull up/down skirts and trousers are essential. There should be no sports logos on tracksuit bottoms.

All students must wear the following items of uniform that best fits with the gender they identify with. This will be kept under review.

## Uniform List:

- White polo shirt
- Black V-neck long sleeve jumper (no sweatshirts)
- Black trousers **or** black skirt (must have elasticated waist, no zips or buttons)
- Black/grey socks **or** plain black tights
- Plain black school shoes with velcro fastening (no laces please)
- Waterproof school coat – any colour
- Wellington boots (any colour)
- **Optional** - Black shorts for summer (must have elasticated waist, no zips or buttons) **or** blue gingham dress to be worn with white socks or white tights
- Crested bookbag

## PE Kit

- PE bag
- Plain white t-shirt (no collar)
- Navy blue shorts (must have elasticated waist, no zips or buttons)
- Black pumps (no laces)

**N.B.** All clothing and equipment must be clearly marked with the owner's name.

# Primary Phase School Uniform

## Year 1 to Year 6

WHGS actively fosters an inclusive and supportive environment where pupils feel valued and connected. This, in turn, creates a sense of belonging for our pupils. **Wearing the correct uniform** reinforces this sense of belonging, leading to a high rate of school attendance. High academic achievement is intrinsically linked to a good rate of attendance.

Items carrying the school crest (logo) are only available from Monkhouse, from their school wear website or in-store in Stretford. All other items of uniform which do not carry the school crest may be purchased from your supplier of choice. If you don't know what size to order, Monkhouse (Stretford) will carry samples of school uniform for sizing purposes.

All students must wear the following items of uniform that best fits with the gender they identify with. This will be kept under review.

## Uniform List:

- School blazer with WHGS logo
- Plain white button-up shirt (to be worn with WHGS logo tie)
- Black school trousers (not 'skinny' style) **or** black skirt – must be panel or box pleated
- Plain black tights **or** black/grey socks
- Black shoes, plain, sensible style (Trainers must NOT be worn)
- **Optional** - Black V-neck long sleeve jumper (no sweatshirts)
- Waterproof school coat – any colour
- **Optional** - Black shorts for summer **or** blue gingham dress to be worn with white socks or white tights
- Crested bookbag or backpack
- Headscarves worn for religious reasons should be plain and of dark colour

## Swimming Kit

- Swimming trunks (**not** shorts) or one-piece costume
- Swimming Hat (if long hair)
- Towel

*(Please see swimming letter for examples of suitable swimwear)*

## Games and PE Kit

### Key Stage 1

- Plain white t-shirt (no collar)
- Navy blue shorts (must have elasticated waist, no zips or buttons)
- Black Pumps (no laces)

### Key Stage 2

- WHGS PE t-shirt - SWi
- WHGS PE shorts - SWi
- WHGS PE navy blue socks – SWi
- WHGS long sleeve training top and pants - SWi
- Trainers
- Shin pads

You can purchase the WHGS PE kit online from SWi. See the website ([www.swischoolwear.co.uk](http://www.swischoolwear.co.uk)) for more information (sizes start at 22 inches).

**N.B.** All clothing and equipment must be clearly marked with the owner's name.

# Secondary Phase School Uniform

## Year 7 to Year 11

All students must wear the following items of uniform that best fits with the gender they identify with. This will be kept under review.

### Uniform List:

- School blazer with WHGS logo
- Black V-neck long sleeve jumper (**No sweatshirts**)
- Plain white button-up shirt (to be worn with WHGS logo tie)
- Black formal trousers (not 'skinny' style) **or**
- Black skirt (knee length)
- Plain black tights **or**
- Black/grey socks
- Plain black shoes
- Headscarves worn for religious reasons should be plain and of dark colour

Coats must be plain and **preferably** of dark colour. Students are permitted to wear outdoor coats to and from school, and break and lunch times, outside the school buildings only. This rule is kept under review and all changes will be communicated to families in a timely manner.

**See Appendix 5 for Secondary Phase PE Kit.**

**N.B.** All clothing and equipment should be clearly marked with the owner's name.

# Sixth Form Dress Code

## Year 12 to Year 13

We expect our Sixth Form students to dress in a way which shows respect for themselves and for others, as well as ensuring that students are not put at any risk.

Students are permitted to wear clothing that makes them feel comfortable and that helps put them in the right frame of mind to work productively.

Out of respect to others and to comply with health and safety requirements, we ask all students not to wear the following items:

- Any clothing that is unduly revealing, such as cropped tops and/or short skirts
- Flip flops or slides
- Shorts (¾ shorts may be worn in the summer term provided they are not unduly revealing, and the Sixth Form Team will inform students of this)
- Caps or hats
- Ripped jeans
- Football/sports team shirts

Please note that Sixth Form students are permitted to wear outdoor coats in school in study areas if the weather is cold, but not in classrooms.

Sixth Form students are permitted to use mobile phones and earphone/earbuds in the Sixth Form Centre, but these should not be visible when on other parts of the school campus.

Sixth Form ID badges must always be worn.

Where the appropriateness of clothing is disputed, members of Sixth Form Team staff will have the final say. In extreme cases, a student might be asked to return home to change into more appropriate clothing.

# Secondary Phase PE Kit (Year 7 to Year 11)

## 1. PE Kit Requirements

This PE Kit Policy applies for all Secondary Phase students. Pupils in the Primary Phase have the option to purchase the same PE kit, but it is not compulsory. See separate Appendices for EYFS and Primary requirements.

The WHGS PE Kit includes APTUS garments, which use a combination of lightweight breathable fabrics along with 3D Dimple Mesh panels to create garments that are comfortable and effective to perform in.

The following PE kit items are acceptable as part of the PE Department's Health and Safety Policy. No other items are allowed to be worn by students. Staff will sanction students who do not arrive with the correct PE kit for their lesson.

### Compulsory Clothing Items

- APTUS navy blue T-shirt with school crest (unisex or girl style option)
- APTUS Range navy blue shorts
- APTUS Range navy blue training pants **or**
- APTUS Navy Blue WHGS Leggings
- Navy Sports Socks (Short)
- Non-marking trainers
- Football boots (Moulded - Astro and Field use)
- Football Socks (Long)

**NB. Pumps/Plimsolls are not suitable for Sport**

### Optional Clothing Items

- Navy blue, quarter-zip training top with school crest from the APTUS range (boys or girls)
- Long Sleeve Under Armour shirts (underneath PE kit)
- Long Sleeve Under Armour leggings (underneath PE kit)
- Sports Bra

### Equipment

- Shin pads (compulsory for football and hockey)
- Mouth guard (compulsory for rugby)
- Football boots (boys and girls)

### Nails

Students' nails should be sufficiently short to prevent injury to themselves and others.

Any student with false/acrylic nails will be unable to take part in the lesson due to concerns with injuring others. The class teacher will need to communicate home and ask that the student removes their nails for the next PE lesson.

### Jewellery / Religious Jewellery

Due to health and safety within PE and Games lessons, it is expected that all jewellery, including religious jewellery, be removed.



If a student has very strong beliefs for not removing a piece of religious jewellery, they must bring in a letter from their parents/carers and it should be discussed with the Subject Lead for PE. If a piece of religious jewellery is worn during PE or games lessons, then it must be suitably padded/taped before a student is allowed to participate in the lesson. In the case of earrings, the taping should be sufficient enough to prevent the stud penetrating the bone behind the ear. Students are responsible for providing their own tape. Earring expanders should not be worn and need to be removed.

## **Injured Students**

If a student is injured or parents/carers feel their child is not well enough to participate in a lesson, a note should be brought from home explaining the situation. This note is valid for one PE lesson only, unless otherwise stated.

If a student has injured themselves or becomes ill during the school day, they must report to the Medical Needs Manager. If the Medical Needs Manager believes that the student is unable to participate, she will provide the student with a signed note.

If a student is not able to participate in PE or Games for a period of longer than two weeks, i.e. five lessons, then a doctor's certificate or note is required and must be handed in to the school's Medical Needs Manager. The student must still bring their PE kit, as he/she will take part in an alternative role, such as coaching and leading.

When students are unwell/injured they are still expected to bring their kit and take part. They will undertake one of several roles within the lesson. These can include umpiring/officiating, scoring and/or an analysis, both written and verbal relating to the key objectives of the lesson.

Students must have changed into their PE Kit unless this cannot be done due to injury issues. This will have been previously arranged with the Medical Needs Manager and the Subject Lead for PE.

## **Wearing PE Kit during the School Day**

Students are not permitted to wear PE kit to school when they have a PE lesson at Period 1. Normal school uniform must be worn to school.

## **2. Discipline and Sanctions**

Each member of PE staff is responsible for issuing behaviour sanctions for the groups that they are responsible for teaching. Sanctions are used consistently to aid the development of the curriculum. Benefits of this Policy are that all students will be able to engage positively in experiences that are fun, enjoyable and challenging in a variety of contexts.

The WHGS Behaviour Code details the system of sanctions that should be followed. A further range of sanctions is clearly defined below regarding kit and behaviour offences. It should be made clear why a sanction is being applied and what changes in behaviour are required to avoid future sanctions. Students on 'PE report' are subject to weekly meetings with the Subject Lead of PE and there will be additional sanctions for failing to attend such meetings.

## **Forgotten Kit / Incorrect Kit / Late to Lessons**

Should a student forget to bring their kit or bring incorrect kit to a PE or Games lessons, the PE Department will provide the student with the relevant kit. Students must then borrow this kit and engage with their PE lesson. The stages detailed in the table below will be followed:

If a student has forgotten a piece of kit that is specific to health and safety, e.g. boots, shin-pads, the PE Department will provide this equipment and the student will be expected to use it. If the student refuses, a verbal warning will be issued. A second refusal will result in isolation.

If students engage but regularly forget kit, the following sanctions will be followed:

Stage 1	Stage 2	Stage 3	Stage 4
First Offence of forgetting kit.  Warning and Planner Comment. Loaned Kit	Second Offence of forgetting kit  Break Detention and Planner Comment. Loaned Kit	Third Offence of forgetting kit.  Lunch Hour Detention, Planner Comment and Phone Call Home by Class Teacher. Loaned Kit	Any Further Offences.  Phone Call Home by Lead Teacher and PE Report, plus a ONE hour Detention. Loaned Kit

## PE Protocols

- At all stages detailed above, the subject teacher will record verbal warnings regarding kit in planners. If there are any behavioural issues these will also be recorded in the student's planner. Any major concerns with behaviour or kit will be communicated home.
- After Stage Three, lead teachers will take over communication of the student's progress in the matter. A letter will be sent home informing parents that their child is being put on a 'PE report'.
- The 'PE report' will come in two different forms and targets will be set based on behaviours shown:
  - Yellow = Kit
  - Red = Behaviour
- Each report will provide the student with PE specific targets that must be adhered to within a PE lesson. All reports will be managed by the Subject Lead of PE, who will have weekly meetings with the students that have been placed on 'PE report', where it will be discussed whether the student has hit their targets. Failure to reach their target will result in a lunch time detention. Failure to turn up for a meeting will automatically result in an after-school detention and a phone call will be made to parents to communicate this.
- Students will be on 'PE report' for three weeks and it will cover all PE and Games lessons. Lead teachers will discuss the student's behaviour with class teachers and, using evidence from target setting, will decide whether or not the student should come off report.

## 3. Rewards

Within lessons, where students are progressing positively, the following reinforcement of positive behaviour is used:

- Frequent verbal praise
- Stickers and Merits
- Positive comments in planners
- Post Cards sent home

During extra-curricular activities, students who would like to attend but do not have suitable PE kit must borrow therefore meaning that they are not at risk of injury through poor footwear or equipment.