



School Uniform and Appearance Policy

Date of Review:	July 2023
Prepared by:	Emma Best
Approved by Governing Board:	July 2023
Policy based on:	Internal
Date for next review:	July 2024

Introduction

Injustice, discrimination and intolerance go against the core principles of the Imberhorne School ethos.

We actively reject discrimination in our school through confronting discrimination, should it occur, and through regular reviews of our working practices and policies at all levels. We are committed to developing and supporting inclusivity, diversity and anti-racism in every facet of what we do.

All stipulations in our policy and expectations will be applied with full consideration of our students' cultural, social, religious background, sex and gender identity.

Support

Support is available to help families meet the cost of new uniform:

- For students in receipt of free school meals, we offer subsidies to support the purchasing of uniform. Miss K. Moss (uniform@imberhorne.co.uk) is the first point of contact for families seeking such assistance
- For any family experiencing hardship, or who simply want to avail themselves of this opportunity, we also offer previously owned items of uniform. Once again, Miss K. Moss is the first point of contact for such enquiries.

Objectives of the Uniform and Appearance Policy

Imberhorne School's Uniform and Appearance Policy has full regard for the Department for Education's Guidance on School Uniform (June 2023) in which the DfE strongly encourage schools to have a uniform as it can play a valuable role in contributing to the ethos of a school and setting an appropriate tone.

There are five objectives behind Imberhorne School's Uniform and Appearance Policy:

- (a) Equality
- (b) Unity
- (c) Wellbeing
- (d) Self-Discipline and Respect
- (e) Excellent Outcomes

(a) Equality

Having a Uniform and Appearance Policy removes the potential for a socio-economic and cultural divide and divisions caused by sex or gender identity. The policy thereby fosters an egalitarian culture in the school. It places students from a range of backgrounds on a level footing amongst peers from their first day on roll.

(b) Unity

Having a Uniform and Appearance Policy improves cohesion and creates a sense of belonging to a school community. It reduces superficial distractions thereby creating a sense of unity and purpose (this is an essential element of successful collaboration) in the classroom, in the playground and when travelling to and from the school. As a result of this sense of unity, students feel proud to be an Imberhorne student and want to represent themselves and the school in the best possible light.

(c) Well-being

Having a Uniform and Appearance Policy makes it possible for students to build relationships through genuine networking skills and interests rather than popularity. It reduces the opportunities for cliques or negative group identities to form and/or be brought into school. Students' self-confidence is increased when they do not feel pressured to wear certain types of clothes or have the latest haircut and the opportunities for bullying are significantly reduced. Students are valued for their character and achievements rather than appearance.

(d) Self-Discipline and Respect

Having a Uniform and Appearance Policy means that students engage with their education before they even arrive at the gates. It requires self-discipline and organisation to consistently adhere to any policy, daily, and the self-discipline becomes habitual and is gradually transferred to other aspects of education, including behaviour and study skills.

(e) Excellent Outcomes

If students' appearance is equal, students are united in their purpose, feel safe and valued, are self-confident, self-disciplined and respectful then they acquire the foundational skills and sense of self required for success. Having a Uniform and Appearance Policy, as well as contributing to this foundation, leads to excellent outcomes because the collective focus is on teaching and learning; potential distractions have been removed from the classroom environment and time is not lost dealing with potential bullying issues related to appearance.

Non-uniform days and non-uniform school trips:

When students have the school's permission to wear their own clothes to school or out on a school trip, we will inform parents and carers via our usual channels of communication.

It is important that students understand that they are still representing both themselves and the school on these occasions. As such, students will dress in line with our Sixth Form Dress Code (Appendix 2).

Imberhorne Uniform and Appearance Expectations

- It is expected that all students will travel to and from school every day in neat, clean uniform as specified in the Appendix giving the clear message that our students take pride in belonging to the Imberhorne School community.
- Any student who breaks a condition of the Imberhorne School Uniform and Appearance Expectations will receive a sanction in line with the behaviour policy and may be sent home, removed from normal circulation or placed in the Bridge. As per the Home School Agreement, parents/carers must support their child in adhering to this policy.
- It is strongly recommended that parents/carers are present when uniform is purchased, and haircut appointments take place. There are two uniform options for students to choose from, these are detailed in the Appendix.
- Uniform exceptions may be made but only in exceptional circumstances (e.g. for medical conditions certified by a medical professional).
- We strongly advise that all pieces of school uniform are clearly labelled with the students' name.
- Underclothing, including thermals and vests, must not be noticeable.
- Discrete make up can be worn. (By definition, discrete make-up is that which is not noticeable. This extends to the wearing of false eyelashes and lash extensions).
- Nails should be natural e.g., no varnish, acrylics etc. at either Key Stage
- Hair must be natural in appearance. A striking, unnatural style and/or colour is not appropriate for school.
- Muslim students from families for whom the wearing of the hijab is important may do so. Sikh turbans are also permitted.
- Students may not have permanent or temporary tattoos that are visible.
- Coats should not be worn in any of the buildings.
- Like coats, hoodies should not be worn in any of the buildings.
- Jewellery is limited to one small stud in each ear lobe for all students in Key Stages 3 and 4.
- The Headteacher has ultimate discretion in establishing what is and is not acceptable.

Uniform supplier: SWI

<https://www.swischoolwear.co.uk>

Appendix 1: Uniform checklist

Item:	Expectation:
Black trousers, tailored shorts or Imberhorne School skirt	Trousers and shorts must be worn on the waist. Imberhorne School skirt worn just above the knee or longer. Skirts should not be rolled over to shorten the length of the skirt.
Grey Imberhorne School jumper	Jumpers are to be worn on top of polo shirts. They can be taken off, but not worn around the waist or shoulders.
Blue Imberhorne polo shirt	
Navy blue Imberhorne zipped jumper	This is an optional item if students wish to wear an additional layer to keep warm, therefore it should be worn on top of the grey Imberhorne jumper. Hoods should be down inside the school buildings.
Plain white or black socks/black opaque tights	Socks must be ankle length. Knee high socks are not permitted.
Flat, black polishable shoe	Shoes must be plain black and polishable. The school retains the final decision on whether a shoe is in line with the policy.

P.E Kit:

Item:	Expectation:
Girls' navy Imberhorne Training Top	White polo or navy base layer can be worn underneath.
Boys Imberhorne Rugby Shirt	
Girls Imberhorne Football Shorts	Navy base layer can be worn underneath for warmth in the Winter months.
Boys Imberhorne Rugby Shorts	Navy base layer can be worn underneath for warmth in the Winter months.
Imberhorne Football Socks	
Trainers: Navy, Black, Grey or White Football/Rugby boots	Trainers to be worn with plain socks.
Additional equipment and information	Shin pads and gum shield. No jewellery to be worn and long hair must be tied back.

Appendix 2 Sixth Form Dress Code

Permitted clothing:	Expectation:
Tops/T-shirts	No low-cut tops or short cropped tops. Underwear should not be visible.
Hoodies/jumpers/sweatshirts	Hoods will be down inside the building
Dark thick leggings, jeans or trousers	Jeans can have a maximum of one small rip Underwear should not be visible.
Shorts	Hotpants are not permitted
Skirts or dresses	Skirts and dresses should be a length appropriate for school.
Shoes, trainers or sandals	

Appendix 3: Visual guide

Imberhorne School Uniform

PLEASE SEE UNIFORM CHECKLIST

Trousers

Plain black and regular. Trousers should not be tight from hip to ankle, nor should they be of a jean or chino style/material.



Polo Shirt

Imberhorne shirt to be worn at all times with no other clothes visible underneath.



Black tailored shorts



Skirts (Optional)

Imberhorne school skirt which carries the school logo above the hem to be worn at knee length.



Jumper

Imberhorne jumper to be worn on top of the polo shirt. It can be taken off but not worn around the waist or shoulders.

Hair

Must be a uniform style, not shaved or cut very short. Lines cut into the hair are expressly forbidden. Dyed hair must be discreet and natural in appearance.

Jewellery

One small stud in each ear lobe. No additional piercings or jewellery allowed.

Make-Up & Nail Varnish

Students should not wear nail varnish / acrylics etc at either key stage. KS4 students may wear a discreet amount of make up.

Shoes & Socks

Plain black polishable shoes. Must have black soles and no visible white logo. No boots, pimsolls, or backless shoes. Plain black socks or tights.



Imberhorne School PE Kit

PLEASE SEE UNIFORM CHECKLIST

GIRLS

Imberhorne Training Top

(White polo or base layer can be worn underneath)

Imberhorne Football Shorts

ONLY WORN BY GIRLS

Imberhorne Football Socks

Footwear

Plain White socks
Trainers: Navy, Black, Grey or White
Football/Rugby boots



BOYS

Imberhorne Rugby Shirt

Imberhorne Rugby Shorts

ONLY WORN BY BOYS

Imberhorne Football Socks

Footwear

Plain White socks
Trainers: Navy, Black, Grey or White
Football/Rugby boots

EXTRAS - SHIN PADS, GUM SHIELD, NAVY SPORTS LEGGINGS AND NAVY BASE LAYER (OPTIONAL) DURING WINTER. NO JEWELLERY TO BE WORN AND LONG HAIR MUST BE TIED BACK