



TOWNLEY
— EST 1937 —
GRAMMAR SCHOOL

SCHOOL UNIFORM POLICY

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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, our school will:

- Avoid listing uniform items based on sex, to give all pupils 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 pupils.
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back).
- Allow all pupils to style their hair in a way that is appropriate for school and makes them feel most comfortable.
- Allow pupils to wear headscarves and/or other religious garments.
- Allow pupils 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 pupils or their parents/carers to get in touch with their child's Learning Manager, 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

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 for example, by only asking that the blazer, worn over the jumper, features the school logo.
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items.
- Considering cheaper alternatives to school-branded items.
- Avoiding specific requirements for items pupils 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 extra-curricular activities.
- Considering alternative methods for signalling differences in groups for inter-school competitions, such as creating posters or labels.
- 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 pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

4. Pupil Premium eligible families

We are able to support with regards to the cost of school uniform. Please contact the school directly at pupilpremium@townleygrammar.org.uk

4.1 Free School Meals (FSM) enquiries

- Information of how to apply for Free School Meals is shown on our website, if you believe your child is entitled to free school meals please use the link below to check their eligibility: <https://www.cloudforedu.org.uk/ofsm/link2ict>
- If you need assistance with your application, please contact pupilpremium@townleygrammar.org.uk

5. Expectations for school uniform Years 7-11

5.1 Rationale

Our school uniform policy fosters equality, focus, and community pride by creating a level playing field for all students, free from socioeconomic pressures. It promotes a professional learning environment, reduces distractions, and prepares students for future responsibilities. Designed with comfort and practicality in mind, the uniform ensures safety and reflects our shared values, reinforcing a sense of belonging and identity within the school community.

5.2 Dress code Years 7 - 11:

Blazer with new school badge purchased from Oz Schoolwear which must be worn to and from school.

- A plain grey, black or navy topcoat in a style suitable for school, without any logo and long enough to cover the blazer. Coats made of leather, suede, PVC, denim or fur are not permitted.
- Plain grey skirt: straight with back kick pleat or box pleated from the waist as supplied by Oz Schoolwear or any other supplier. Skirts should be of a suitable length for school e.g. not more than 5 cm above the knee. A longer length skirt option is also available from OZ Schoolwear or any other supplier – please note orders for the longer skirt should be made 4-5 weeks prior to the beginning of term.
- There is an option to wear trousers as supplied by Oz Schoolwear or any other supplier.
- In Years 7 & 8 short-sleeved light blue blouse with revers as supplied by Oz Schoolwear or any other supplier worn tucked into the skirt. A plain white round-neck T-shirt may be worn under the blouse in cold weather
- In Years 9, 10 and 11, long or short-sleeved white blouse with revers worn tucked into the skirt. A plain white round neck T-shirt may be worn under the blouse in cold weather.
- Plain knit (not ribbed) grey V- necked pullover or cardigan with burgundy piping, as supplied by Oz Schoolwear. (A different material composition is available on request).
- Plain black, white or grey ankle or knee-length socks or opaque tights in grey or black. Only one pair of socks worn in one colour (no layering of different colours).
- Socks should not be worn over tights.
- Leg warmers should not be worn.
- Shoes should be black leather (or synthetic leather) with heels less than 5cm high and must not be above the ankle bone. Laces should be black. Ankle boots, visibly branded/non-branded leather training shoes are not acceptable. For safety reasons canvas shoes, beaded slippers, mules, platforms, sling back and open-toed shoes are not permitted. In bad weather, boots may be worn to and from school but must be changed to shoes when in school. Trainers are not a suitable form of footwear for school.
- Headscarves and Hijabs should be one plain blocked colour.
- School bags may be any colour, however, should be sturdy, waterproof and fit A4 folders securely.
- It is inappropriate to wear make-up, cosmetic coloured contact lenses, false nails or eyelashes and nail varnish with school uniform.
- Expensive trainers and fashion items should not be brought to school.
- Key Stage 4 students may wear discreet make-up only – thin mascara and a little foundation, but no lipstick, eye liner or eye shadow.

The following items are not permitted:

- Skirts must not be rolled up.
- Leg warmers.
- Nail varnish or false nails, false or eyelash extensions may not be worn. Students are expected to remove these before attending school.
- No make-up is allowed in Key Stage 3.

5.3 Hair

Hairstyles should be considered in accordance with our school uniform policy. We respect the individuality of each student and therefore allow students to wear their hair in any colour they choose. However in line with Health and Safety, there may be occasions where students may be asked to tie their hair back or cover it (for example, Food Technology).

Hair accessories should be plain black, grey, pale blue, navy or white only. No ski or woollen headbands should be worn within the school building. In line with our wider uniform policy, a plain headscarf or hijab can be worn, fixed securely in any block colour.

At Townley Grammar, we agree with the Halo Code in acknowledging that “Afro-textured hair is an important part of our Black staff and students’ racial, ethnic, cultural and religious identities, and requires specific styling for hair health and maintenance”. In line with the Halo code, “we welcome Afro-textured hair worn in all styles including, but not limited to, afros, locs, twists, braids, cornrows, fades, hair straightened through the application of heat or chemicals, weaves, wigs, headscarves, and wraps”.

5.4 Jewellery

We aim to create a policy that is accommodating of our varied and diverse school community, enabling all students to express themselves – and have this self-expression reflected by school policy.

Students will be permitted to wear:

- 2 piercings per ear (not specific to the lobe) both of which must be studs only (no hanging embellishments).
- 1 necklace, with a thin chain or thin beads and a small pendant. This cannot hang below the chest.
- 1 bracelet.

Year 11, 12 and 13 students only may wear:

- 1 x nose piercing. This must be a small stud only

Students will not be permitted to wear:

- Rings
- Any other facial or body piercings
- Any dangling or hoop piercings

It is vital that alongside the additional jewellery privileges, students/parents and carers must be aware of the responsibility to act in full accordance with our adapted expectations and we ask for your support in this matter. Support from home in ensuring your child adheres to the policy will ensure a smooth running of the school so please do read the information below carefully and reiterate to your children the consequences that will be in place should a student not follow our guidance.

Please note:

- Students should not have new piercings done before the start of the summer holidays as most new piercings require at least 6 weeks before the earring can be removed.

Performing Arts:

Due to Health and Safety, *all* students will need to remove all jewellery before Dance, Drama and PE lessons. Students will be responsible for removing their own jewellery and storing it safely while the lesson is taking place. Please note that staff/ the school cannot be responsible for collecting in jewellery as it is too time consuming and results in a loss of lesson time. In addition, please note that we cannot be responsible for any lost jewellery and would therefore recommend students do not wear jewellery on days when they have PE or Dance; we would urge parents/ carers to insist on this from home.

Please also note:

If students are wearing cultural bracelets that cannot be removed, they will need to cover them with a sports wrist band in order to take part in PE and Dance lessons. Students are responsible for bringing in their own wristbands for this purpose.

If students are hoping to take part in competitions run by external organisations, they may be excluded from the event if they are unable to remove all jewellery. We have to adhere to risk assessments and Health and Safety guidelines posed by external companies and many do not allow jewellery of any sort to be worn or covered.

5.5 PE kit:

- Sport t-Shirt with logo as supplied by Oz Schoolwear.
- Black PE Shorts as supplied by Oz Schoolwear or any other supplier.
- Black sweatshirt as supplied by Oz Schoolwear or any other supplier.
- Black footless leggings with Townley colours as supplied by Oz Schoolwear or any other supplier.
- Plain Black Track Pants (optional).
- Black games socks.
- White sports socks.
- White training shoes suitable for indoor and outdoor use – NOT boots.
- Black astro turf boots.
- Modern sports hijabs can be purchased from Oz Schoolwear, or students may wear their own provided they are safe for when participating.

5.6 Dance kit:

- Leotard - plain black with long, three quarter or short length sleeves, made from cotton lycra/nylon lycra with either a round, boat, high or 'V' neckline.
- PE leggings as above – black footless with Townley colours as supplied by Oz Schoolwear or any other supplier.

5.7 Sanctions for students not adhering to the Years 7-11 dress code:

- Warning from a member of staff. This will be recorded with the Learning Manager.
- If a student continues to wear uniform that is not in line with the Dress Code, communication will be sent home and for repeat offences, this could result in sanctions being put in place in line with school policy.
- Every case will be managed on an individual basis but on occasion, students may be asked to change or sent home to change.

6. Sixth form uniform

6.1 Rationale

The dress code is in place to foster a sense of community and identity within the Townley Sixth Form. The formal dress code requirements ensure students have professional attire, preparing them for the future workplace but also instil a sense of pride for every individual and the wider Townley community. However, it still allows some capacity for expression and individuality and for students to take some ownership regarding their own professional representation. It is imperative that all students reflect the Townley values in both their behaviour and appearance, therefore acting as ambassadors within the school and beyond.

Students should look professional and smart at all times. The suit jacket must be worn at all times around school suits, skirts and dresses should be of appropriate length and style. Facial hair should be neat, tidy and suitable for a professional environment.

6.2 Dress code Years 12-13:

- Black, grey, navy, or patterned trouser suit, skirt suit or dress suit.
- Skirts/dresses should be of a suitable length for school e.g. not more than 5cm above the knee.
- Plain single block coloured shirt or blouse with a collar.
- Ties will be provided for students with whole school responsibility.
- Low heeled smart black shoes.
- Black tights or white or black socks.
- A jumper or cardigan may be worn under blazers.
- Sixth Form lanyards and House badges must be worn at all times.
- Male students should wear ties.

The following items are not permitted:

- Denim items.
- Sportswear, including jogging bottoms, tracksuits, sweatshirts or hoodies.
- Zipped sweatshirts.
- Polo neck jumpers.
- Baggy or exceptionally long jumpers.
- Cropped or spaghetti strap tops.
- Sheer shirts/blouses.
- Trainers, canvas shoes, plimsolls, heeled shoes, opened-toe shoes or boots.
- Leg warmers.

- No logos on any items of uniform.

6.3 Sanctions for students not adhering to the Sixth Form dress code:

- Warning from a member of staff. This will be recorded with the Learning Manager or Head of Sixth Form.
- If a student continues to wear uniform that is not in line with the Sixth Form Dress Code, communication will be sent home and for repeat offences, this could result in sanctions being put in place in line with school policy.
- Every case will be managed on an individual basis but on occasion, students may be asked to change or sent home to change.

7. Where to purchase uniform for Years 7-11

Official Supplier: Oz Schoolwear

6 Chatsworth Parade

Queensway

Petts Wood

Orpington

Kent, BR5 1DF

01689 824767

<https://ozschoolwear.co.uk/>

Generic versions of specified uniform items (e.g., plain white reversed shirts) are permitted, provided they adhere to the required style, colour, and quality standards outlined in this policy.

7.1 Purchase second-hand uniform

The PTA Second-hand Uniform Shop offers a range of 'pre-loved' uniform at reduced prices. Please contact the school for more information: admin@townleygrammar.org.uk

8. Expectations for our school community

8.1 Pupils

Pupils 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).
- Pupils are also expected to contact their Learning Manager if they want to request an amendment to the uniform policy in relation to their protected characteristics.

8.2 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/carers are also expected to contact their child's Learning Manager 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/carers 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 policy.
- The school will work closely with parents/carers to arrive at a mutually acceptable outcome.

8.3 Staff

Staff will closely monitor pupils to make sure they are in the correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by your child's Learning Manager.

In cases where it is suspected that financial hardship has resulted in a pupil not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

8.4 The Board of Trustees

The Board of Trustees 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/carers and pupils.
- Offers a uniform that is appropriate, practical and safe for all pupils.

The board 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.

9. Monitoring arrangements

This policy will be reviewed annually by the Senior Leadership Team. At every review, it will be approved by the Board of Trustees.

10. Links to other policies

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy
- Pupil Premium

Appendix 1 - Price List

Item	Price Range	Generally available
Townley Grammar Girls Trousers (New Style Optional)	£25.60 - £34.00	Yes
Townley Grammar Girls Trousers (optional)	£19.50 - £27.00	Yes
Townley Grammar Stitchdown Skirt	£27.00 - £34.50	Yes
Townley Grammar Straight Skirt	£25.00 - £32.60	Yes
Townley Grammar Pullover	£20.00 - £35.10	
Townley Grammar Cardigan	£22.50 - £38.00	
Trutex White Long/Short Sleeve Revere Blouse Twin Pack	£9.00 - £11.00	Yes
Light Blue Short Sleeve Revere Blouse Twin Pack (Years 7 & 8 Only)	£9.00 - £11.00	Yes
Townley Grammar Blazer - Aphrodite	£54.20 - £69.00	
Townley Grammar Blazer - Artemis	£54.20 - £69.00	
Townley Grammar Blazer - Athene	£54.20 - £69.00	
Townley Grammar Blazer - Demeter	£54.20 - £69.00	
Townley Grammar Blazer - Hera	£54.20 - £69.00	
Townley Grammar Blazer - Hestia	£54.20 - £69.00	
Townley Grammar Blazer - Persephone	£54.20 - £69.00	
Townley Grammar PE T-Shirt with logo (COMPULSORY)	£18.20 - £21.90	
Black PE Shorts (COMPULSORY)	£10.80 - £12.90	Yes
Black PE Sweatshirt (COMPULSORY)	£24.80 - £34.80	Yes
Black footless leggings with Townley colours (COMPULSORY)		Yes
Black Leotard (COMPULSORY)	£18.50 - £23.00	Yes
Tracksuit Trousers (OPTIONAL)	£11.70 - £14.40	Yes
Black Lycra Short (OPTIONAL)	£17.00	Yes

Black Opaque Tights (2 Pair Pack)	£5.00 - £6.25	Yes
Black Short Socks (3 Pair Pack)	£5.50 - £7.20	Yes
Black Cotton Tights (2 Pair Pack)	£9.70 - £12.40	Yes
Black Hair Accessories	£2.50	Yes
Black Knee High Socks (2 Pair Pack)	£5.80 - £7.70	Yes
Black Opaque Tights (2 Pair Pack)	£5.00 - £6.25	Yes
Cotton Rich White Sports Socks 3 Pair Pack	£7.00 - £9.30	Yes
Impact Trainer Socks - White	£5.00 - £6.00	Yes
Sew On Woven Name Labels	£6.30 - £9.80	Yes
Stick N Wash Labels	£7.20 - £13.40	Yes
Coat	N/a	Yes
Black shoes	N/a	Yes

Please note that the price ranges are due to different sizes or options available for some items.

For more details, visit:

<https://ozschoolwear.co.uk/product-category/townley-grammar/townley-grammar-uniform/>