



We are an ambitious and inclusive Trust of schools  
strengthening communities through excellent education



# Uniform Policy

## Contents Page

1.0	Policy Statement .....	3
2.0	Aims .....	3
3.0	The schools legal duties under the Equality Act 2010.....	3
4.0	Limiting the cost of school uniform .....	3
5.0	Expectations for our school community.....	4
6.0	Monitoring arrangements.....	5
7.0	Links to other policies .....	5

## 1.0 Policy Statement

- 1.1 We are an ambitious and inclusive Trust of schools, strengthening our communities through excellent education. We are committed to providing excellent education for every child, every day, and aim to strengthen and work with our communities to continue to improve accessibility in our schools.

## 2.0 Aims

- 2.1 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

## 3.0 The schools legal duties under the Equality Act 2010

- 3.1 The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, 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 yet makes them feel most comfortable
- allow pupils to request changes to swimwear for religious reasons
- allow pupils to wear headscarves and other religious or cultural symbols
- allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the relevant Head of Year, who can answer questions about the policy and respond to any requests

## 4.0 Limiting the cost of school uniform

- 4.1 We recognize that we serve a mixed, comprehensive community at a time when many face financial uncertainties or hardship. We minimize the costs of our uniform whilst maintaining high expectations and standards because we know that this helps to create our positive ethos and a culture of success.

- 4.2 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 on the cost of school uniform. We understand that items with distinctive characteristics (such as branded items, or items that have 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' 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 features the school logo
- limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- 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 different year/class/house groups
- avoiding different uniform requirements for extra-curricular activities
- considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- making sure that arrangements are in place for parents to acquire second-hand uniform items
- avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

## 5.0 Expectations for our school community

### 5.1 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 and/or parents/carers are also expected to contact the relevant Head of Year if they want to request an amendment to the uniform policy in relation to their protected characteristics.

### 5.2 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
- appropriate for a school environment

Parents are also expected to contact the relevant Head of Year 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 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 to arrive at a mutually acceptable outcome.

### 5.3 **Staff**

Staff will closely monitor pupils to make sure they are in 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 the pastoral team following the TBH Relationships and Behaviour for Learning Policy.

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.

### 5.4 **Governors**

The governing board will review this policy and make sure that it:

- is appropriate for our school's context
- is implemented fairly across the school
- considers the views of parents 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.

## 6.0 **Monitoring arrangements**

6.1 This policy will be reviewed annually by the Assistant Head, Behaviour and Culture. At every review, it will be approved by the full governing board.

6.2 On days of exceptionally hot weather, students may be permitted to wear their PE kit instead of the standard school uniform. The school will communicate this to parents on the evening beforehand through MCAS and on social media

However, all clothing must remain appropriate for the school environment. In particular, shorts must be of a suitable length—mid-thigh or longer—and must be appropriate school wear and not revealing. All PE kit items are available as part of the official approved attire. This ensures that students remain comfortable while maintaining the standards and values of the school community.

## 7.0 **Links to other policies**

7.1 This policy is linked to our:

- Relationships & Behaviour Policy
- Equality information and objectives statement
- Anti-bullying Policy
- Complaints Policy

### APPENDICES:

1. Tor Bridge High Uniform Requirements
2. Where to Purchase Uniform

## Appendix 1 Tor Bridge High Uniform Requirements

Uniform	Detail
Jacket	Fitted jacket (Trutex) <a href="https://www.trutex.com/">https://www.trutex.com/</a>
Skirt	Black, Tor Bridge High approved school skirt (Must be box pleated and appropriate length) – $\frac{3}{4}$ length of thigh.
Trousers	Black, <u>tailored</u> school trousers or shorts
Shirt	White school shirts
Jumper (Optional)	A plain black, V-neck jumper may be worn under but not instead of a blazer
Tights/Socks	Tights and socks when worn with a skirt or shorts should be black (non-branded); white socks can be worn with trousers
Tie	School tie
Shoes	Plain, black, polishable shoes (no coloured markings)
Jewellery	Jewellery – No Rings, bracelets or necklaces (Health and safety) <b>Piercings - One discrete nose piercing. Ears must ONLY contain small discrete studs (Less than 0.5mm - No bars or hoops)</b>
Nails/Lashes/ Hair & Make-up	Must be natural looking in appearance and length
Bags	Students <b>MUST</b> have an A4 size school bag (Handbags are not acceptable), which can contain books, PE kit and a pencil case.
Pencil Case	Must contain: <ul style="list-style-type: none"> <li>• Black pens (at least two)</li> <li>• Green pen</li> <li>• Pencil</li> <li>• Ruler</li> <li>• Reading ruler (will be provided at start of year)</li> <li>• Eraser</li> <li>• Highlighter</li> <li>• Scientific calculator for maths and science</li> </ul>

Physical Education (PE) Kit	
Jogging bottoms or shorts	Plain black jogging bottoms or shorts of appropriate length for school wear without any branding/logos.
Top	Tor Bridge High PE top.
Trainers	Appropriate for activity (e.g. clean if inside).
Hair & nails	For PE, long hair should be tied up and students must not have nail extensions.



Acceptable trousers:



Acceptable skirts:



Acceptable shorts:



Acceptable footwear:



Unacceptable skirts:



Unacceptable shorts:



Unacceptable trousers:



Unacceptable footwear:



## Appendix 2 Where to Purchase Uniform

- All unbranded items can be purchased from any retailer (e.g. supermarkets such as Asda and Marks and Spencers).
- Our preferred school uniform supplier is Trutex (Billacombe Road). The link to make a uniform fitting appointment is <http://www.plymouth.trutex.com/> or contact Trutex directly via telephone (01752 491353) or email ([Plymouth@trutex.com](mailto:Plymouth@trutex.com)).
- Our uniform supplier for PE is Kit World: Faraday Road, Cattedown. The link to order PE uniform is: <https://kitworld.uk/product-category/school-clubs/torbridge-high-pe/> or contact Kit World directly via telephone (01752 265533) or email ([info@kitworld.uk](mailto:info@kitworld.uk)).

