



**The John Roan School**

The best in everyone™

Part of United Learning

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# Uniform Policy

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## **1 Introduction and Purpose**

At The John Roan School, we believe that the school uniform plays an extremely important role in supporting our ethos of bringing out the best in everyone by ensuring that every student takes pride in their appearance and is proud to wear our uniform. The John Roan School uniform reflects our school PRIDE and equality values, whilst celebrating the historic traditions of the school. The John Roan uniform includes the green blazer which has been worn for over a hundred years and the John Roan family crest which has been part of our uniform since 1677.

The purpose of this policy is to ensure that every student, parent and staff member clearly understands what items of uniform are compulsory for every student, and how we ensure that this policy is applied consistently. We know that our diverse community appreciate our traditional approach to school uniform and parents and visitors have always said how their children feel proud to wear our uniform and how it raises their self-esteem.

This policy is published on the school's website which is available in hard copy on request from the Principal's PA or school office.

## **2 Equalities**

All children have equal access to wearing school uniform regardless of their culture, race, religion, gender, disability or ability. We ensure that the set uniform respects other policies such as Equalities and allows for individual sets of circumstances of all groups and individuals. The John Roan School is committed to creating a positive climate that will enable everyone to work free from racial intimidation and harassment and to achieve their full potential.

Although our Uniform Policy does not explicitly detail gender neutral and non-binary uniform options, there is flexibility for those affected, and we will discuss your child's needs on a case by case basis, please do contact the school to discuss this further.

Our school's legal duties under the Equalities Act 2010: 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 children 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 children
- Allow all children to have long hair (though we reserve the right to ask for this to be tied back and free from unnatural colours) and to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow children to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking children or their parents to get in touch with the Principal, Dr Jennie Sanderson, who can answer questions about the policy and respond to any requests

### 3 Legislation & regulation

This policy has been prepared to meet the school's responsibilities to comply with the Human Rights Act 1998 and Equality Act 2010 and take into account key considerations such as safeguarding requirements and the health and safety of their pupils.

This Policy has regard to the following guidance and advice:

- Special educational needs and disability code of practice: 0 to 25 years (DfE, January 2015)
- Technical guidance for schools in England (Equality and Human Rights Commission, July 2014)
- School admissions code: Statutory guidance for admission authorities, governing bodies, local authorities, schools' adjudicators and admission appeals panels (DfE, December 2014)
- Exclusion from maintained schools, academies and pupil referral units in England: Statutory guidance for those with legal responsibilities in relation to exclusion (DfE, September 2017)
- School uniform: Guidance for governing bodies, school leaders, school staff and local authorities (DfE, September 2013).
- Guidance School uniforms (Updated 19 November 2021)
- Statutory guidance
- Cost of school uniforms (Published 19 November 2021)

#### Cost

Our school does have 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 require 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:

1. Is available at a reasonable cost
2. Provides the best value for money for Parents and Carers
3. Is available from no less than two suppliers

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics as 'optional' so parents can find cheaper alternatives if required
- Considering cheaper alternatives to school-branded items, such as bags and coats
- Avoiding specific requirements for items children 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
- Minimising different uniform requirements for different year/class/house groups
- Considering alternative methods for signalling 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 and Carers of any changes

- Consulting with Parents, Carers and Children on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy
- Offering parents a hardship grant - Parents/carers may apply to the school for support by completing the Hardship Application Form which can be found on the Parents' page of the website <https://www.thejohnroanschool.org.uk/parents>

## 4 Responsibilities

### Role of the Class Teachers and Support Staff

To ensure that students are in correct uniform and challenge any infringements. Teachers should check and correct uniform as part of the roll-call routine or upon entry to the classroom. Teachers will sanction a student where uniform is incorrect with a 30 minute detention. Where uniform cannot be corrected, students are expected to use school supplies to meet the required expectations.

Teachers will raise persistent concerns with the HOY.

### Role of the HOY and Senior Leadership Team:

To ensure that students comply with the uniform policy agreed by the governing body. The HOY must monitor all uniform incidents, using appropriate intervention for persistent uniform offences. HoYs should make referrals and sign posting to the school hardship fund and second hand uniform sales.

The school will follow the DfE guidelines and not consider exclusion from the school where a student fails to comply with the school's rules on uniform.

### Role of the Parents/Guardians

To ensure that their child / children adhere to the school's uniform policy.

Ensure that they come to school in uniform everyday unless there are special circumstances such as non-uniform day. Where a student has a medical reason which may prevent them from wearing their uniform, parents are expected to contact the HOY and provide appropriate medical evidence. Any specific SEND or sensory needs affecting a student wearing the correct uniform should be discussed with the HOY/SENDSCO.

## 5 Monitoring & compliance

Class teachers, HOY, SLT and pastoral staff will be responsible for the correct monitoring of students wearing uniform. Students are sanctioned using a detention or a an SBR. See behaviour policy.

### Uniform detention

Further details on the sanctions regarding uniform can be seen in the behaviour policy. All students are checked upon arrival to the main entrance. All children are reminded to adhere to the school uniform rules. Where students attend school with incorrect uniform, (that cannot be adjusted, such as wearing trainers) students are assigned a 30 minute detention. Parents will be informed prior to the detention.

## 6 Learning Equipment

The school expectation is that all students bring appropriate learning equipment to school to facilitate their progress in every lesson. Where students have all set pieces of equipment displayed on their desk, this enables our teachers to efficiently transition through each learning activity, maximising the learning experience, with a clear focus on the message that “every second of learning counts”. Where all students have the correct learning equipment, the learning environment can be completely disruption free.

The John Roan School Equipment Essentials are:

- Pencil case
- Pens – Black x2
- Pens – Green x 2
- Pencils – x2
- Pencil sharpener
- Erasers
- A ruler
- A protractor
- Reading book
- Planner
- A scientific calculator
- A whiteboard pen
- School bag of appropriate size to carry essential equipment and student books
- PE uniform when required

## 7 Uniform requirements

Full school uniform must be worn at all times and should be kept neat and tidy. All items should be marked with the owner’s name, as this will support us in returning mislaid items correctly. Students are expected to wear full school uniform on the way to and from school.

Students who arrive at school without the correct uniform may either be asked to return home (with parental consent) to correct their uniform, or they will undertake work in the Reflection Room until the uniform issue is rectified. Where possible, students will be provided with correct uniform to enable them to attend lessons.

If you are in any doubt about details within this guidance, please contact the school directly to prevent any unnecessary expense. Please do not rely on reassurances from students or shops, because these can be incorrect.

Uniform is available to buy from the following suppliers -

### **Khalsa Schoolwear – Dagenham Store**

Unit 1 Cromwell Centre

Selinas Lane

Dagenham RM8 1QH

Telephone: 020 7729 3286

Website: <https://khalsaschoolwear.co.uk/school/john-roan-school/>

## JK Clothing

148 Well Hall Road

Eltham

London

SE9 6SN

Telephone: 0208 859 4004

Website: <http://www.jkclothing.net/>

### Uniform Expectations

School blazer	<ul style="list-style-type: none"><li>• The sleeves must be worn at full length (not rolled up)</li><li>• It must have the original buttons only to fasten</li><li>• It must be always worn in the school building and during roll call</li><li>• It must be worn to and from school (underneath the coat when required)</li><li>• Only school-issued badges to adorn the blazer</li></ul>
Year group tie	<ul style="list-style-type: none"><li>• It must be worn at appropriate length (to the waist) with the school crest fully visible</li><li>• It must be properly knotted covering shirt collar button</li></ul>
White shirt	<ul style="list-style-type: none"><li>• It must be a plain, professional style (no designer styles)</li><li>• It must be fully tucked in (cannot be folded), buttoned at the neck</li><li>• Long sleeve shirts must be worn at full length</li><li>• No other clothing should be visible underneath the shirt</li></ul>
Black V-neck jumper/sleeveless top/cardigan (optional)	<ul style="list-style-type: none"><li>• Plain with no logo, not the school PE jumper, must not be altered or tied, clean and smart appearance</li></ul>
Black, straight professional tailored skirt (optional)	<ul style="list-style-type: none"><li>• It must be worn at <b>knee length</b></li><li>• It must not be shortened by rolling it up at the waist</li><li>• Skirt with logo is optional</li></ul>
Black, straight professional tailored trousers	<ul style="list-style-type: none"><li>• They must be worn appropriately around the waist - no 'sagging' below waist</li><li>• They must not be tightly fitted or given the appearance of being so – including 'skinny fit'</li><li>• Trousers must be appropriately tailored (e.g. they must not be 'skinny fit' or short legs, so ankles must not be visible)</li><li>• They must not accentuate or emphasise any part of the anatomy</li><li>• They must not be flairs or other such deviations, jean-like, corduroy, leggings, jeggings, short ankle or shorts</li><li>• They must not be high-fashion nor be an inappropriate material, such as spandex and similar material</li><li>• They must not be worn so that ankles are visible</li><li>• They must be worn in a professional way (they should not be worn over tracksuit bottoms, leisure shorts or other clothing that is commonly worn as outdoor clothing)</li></ul>
Black belt (if worn)	<ul style="list-style-type: none"><li>• Plain, functional, small professional buckle, no oversized buckles or trimmings or logos</li></ul>
Black polishable leather shoes	<ul style="list-style-type: none"><li>• Shoes must be worn throughout the day</li></ul>

	<ul style="list-style-type: none"> <li>• Shoes must be black, professional polishable leather shoes (trainers, boots of any type and shoes that give the impression of being casual shoes or trainers are not acceptable and are not permitted in school)</li> <li>• Socks must be plain and black to the ankle or knee (socks must not be worn above the knee)</li> <li>• Socks with logos, patterns or textures (e.g. 'fuzzy' or 'fluffy') are not permitted</li> <li>• Tights must be plain and black</li> </ul>
Plain black socks	<ul style="list-style-type: none"> <li>• To ankle or knee (not above knee), no logos, patterns, or textures OR plain black tights</li> </ul>
Appropriate school bag	<ul style="list-style-type: none"> <li>• An appropriate bag (e.g. a rucksack or holdall with the capacity to hold A4 exercise books, a planner and any relevant equipment) must be brought to school everyday</li> <li>• 'Tote bags' that are plain black and large enough to hold equipment stated above are permitted.</li> <li>• Handbags, 'Saddle bags', pouches, purses, or other bags of this style that are too small to comfortably hold A4 exercise books, a planner and relevant equipment are not permitted</li> </ul>
Outdoor wear and other clothing	<ul style="list-style-type: none"> <li>• Any type of sports/hooded tops are not acceptable on the school grounds</li> <li>• Baseball hats, durags, bandanas, balaclavas, snoods and other such clothing are not permitted – including to and from school</li> <li>• Face masks are not permitted unless accompanied by a note from a medical profession (such as a GP) <ul style="list-style-type: none"> <li>• Hijabs must be black. White hijabs may be worn in term 6.</li> </ul> </li> </ul>

Further information regarding the uniform expectations:

- All students must wear The John Roan School PE uniform
- Students will not be permitted to enter a lesson without wearing the correct uniform and to the right standard
- Students without the correct uniform will be asked to replace the missing items
- Prohibited items (e.g. hoodies and bracelets) will be confiscated
- Students who fail to wear the uniform and to the correct standard will be asked to rectify the issue and will receive a detention
- Students who persistently wear their trousers incorrectly (e.g. 'sagging') will be required to wear a belt each day to prevent this from happening. Students who persistently wear their skirt incorrectly will be required to wear trousers each day as an alternative.
- A parent/carer should contact their child's tutor in advance if there is a reason their child cannot wear the correct uniform to school and ask for an application to the Hardship Uniform Grant if appropriate
- Coats may be worn during roll-call during the winter but must be removed when entering the building. Coats will not be permitted to be worn during roll call in the summer

### Physical Education uniform requirements

<p>Years 7, 8 &amp; 9:</p> <ul style="list-style-type: none"> <li>• Green PE top with school crest             <ul style="list-style-type: none"> <li>• Black ¼ zip jumper with school crest</li> </ul> </li> <li>• Plain black shorts (thigh length lycra or football style - no stripes, coloured panels, or hot pants, no logos)</li> <li>• Plain black tracksuit bottoms with no logos, patterns or decorative items (students can choose whether to wear shorts or tracksuit bottoms). Track suit bottoms with the John Roan logo are optional.</li> <li>• White sports socks</li> <li>• Sports trainers with non-marking soles (no plimsolls, canvas, or high tops, laces same colour as trainers)</li> <li>• Football boots for all-weather pitch (studs only - trainers and blades NOT permitted)             <ul style="list-style-type: none"> <li>• Sports Bra</li> </ul> </li> </ul>
<p>Years 10 &amp; 11:</p> <ul style="list-style-type: none"> <li>• Black PE top with school crest</li> <li>• Black ¼ zip jumper with school crest</li> <li>• Plain black shorts (thigh length lycra or football style - no stripes, coloured panels, or hot pants, no logos)</li> <li>• Plain black tracksuit bottoms with no logos, patterns or decorative items (students can choose whether to wear shorts or tracksuit bottoms). Track suit bottoms with the John Roan logo are optional.</li> <li>• White sports socks</li> <li>• Sports trainers with non-marking soles (no plimsolls, canvas, or high tops, laces same colour as trainers)</li> <li>• Football boots for all-weather pitch (studs only - trainers and blades NOT permitted)</li> <li>• Sports bra</li> </ul>

### FURTHER INFORMATION

Hair/Appearance	<p>Individual fashion statements such as extreme hairstyles or non- natural colours are not permitted. This includes non-natural hair colour included into braids.</p> <p>Only black hair accessories are allowed.</p> <p>No decorative attachments, coloured weaves or extensions are to be worn in the hair.</p> <p>Shaved lines in the hair or eyebrows are not permitted.</p> <p>Extreme shaved sides are not permitted. No scalp should be visible.</p> <p>No excessive makeup, e.g. lip gloss, lip stick, eyeliner and eye shadow, nail varnish, nail decorations, French tips or extensions are not permitted.</p> <p>Tinted or cosmetic contact lenses and decorative dental wear are not permitted.</p> <p>No false eyelashes.</p> <p>No hoods, hats, caps, durag or bandannas to be worn anywhere on the school grounds.</p> <p>Fashion spectacles are not permitted.</p> <p>Face coverings may only be worn where there is a medical condition/consent from the HOY</p>
Jewellery/Valuables	<p>No jewellery except for one wrist watch (no smart watches) and a maximum of one pair of small plain, gold or silver ball (no stones) stud earrings.</p> <p>One small, plain gold/silver nose stud. Nose rings are not permitted.</p> <p>Facial and body piercings or visible tattoos are not permitted.</p>

	<p>Prohibited earrings or nose studs cannot be covered with a plaster.  Piercings should be done over the 6 weeks holiday to avoid uniform infringement issues as often stone earrings are used for piercings.  No accessories are to be worn around the neck, wrists, and ankles or attached to clothing.  Money should be kept in a purse or wallet securely on their person. Large amounts of money and expensive personal effects should not be brought on site.  The school will not accept liability for any claim arising from theft, accidental loss or damage to personal effects, money, belongings or clothing whilst on the premises.  Computer tablets/games etc. must not be brought on site.  Confiscated items are to be collected at the end of the school day. Where there are repeated offences, collection periods will be extended at the discretion of the school.</p>
Jumpers	No pullovers, sweatshirts, hoodies or waistcoats permitted other than the school items described above.

**Examples of acceptable shoes:**



**Examples of unacceptable shoes:**



- Sanctions will be imposed by the PE Department for students who fail to bring their PE uniform to school. This is usually a 60 minute detention.
- Students who are unable to participate in PE for medical reasons must bring a note but they are still required to bring their PE uniform and change as they can assist with other elements of the lesson.
- No jewellery may be worn during PE.
- Students will always be asked to take earrings out for PE and still participate.
- Students are also expected to wear their hair tied back in order to follow health and safety regulations for the subject.

## 8 Sixth Form Dress Code

Details regarding the Sixth Form dress code are as follows:

- Formal dress (e.g. suits, ties etc) is encouraged
- Lanyards must be worn at all times
- Trousers must be smart and tailored but not tight
- Blouse, shirt or smart top (for boys this must have a collar)
- Skirts and dresses must present at or below knee length
- Dark-coloured smart shoes in (real or mock) leather, patent leather or suede
- Hair must be a natural colour
- Smart crew, v or turtleneck jumpers are permitted
- Students must wear a formal jacket (such as a suit jacket or blazer) for use when moving through the building and in assemblies. This may be removed in lessons.

Jewellery, make up and facial hair

- Any earrings worn should be a small and light in size
- One discreet necklace or chain
- Rings are permitted but jewellery should not be excessive
- Make up should be discreet
- Nail varnish is permitted but nails should not be more than two colours
- Facial hair is permitted but it must be well-maintained and remain tidy
- Acrylic or false nails must not be longer than 2cm from the cuticle base
- Any synthetic eyelashes must be natural in appearance

The following items are not permitted within the dress code of The John Roan Sixth Form

Clothing	Footwear	Accessories
<ul style="list-style-type: none"> <li>▪ Sheer / mesh tops</li> <li>▪ Crop tops</li> <li>▪ Shorts</li> <li>▪ Hoodies</li> <li>▪ Tracksuit tops / bottoms</li> <li>▪ Sportswear / trousers with elasticated ankles</li> <li>▪ Vests</li> </ul>	<ul style="list-style-type: none"> <li>▪ Trainers</li> <li>▪ Sliders</li> <li>▪ Mules</li> <li>▪ Ugg boots</li> <li>▪ Canvas footwear</li> <li>▪ Crocs</li> </ul>	<ul style="list-style-type: none"> <li>▪ Durags</li> <li>▪ Hats</li> <li>▪ Scarves</li> <li>▪ Large hoop earrings / large chains / heavy costume jewellery</li> </ul>

<ul style="list-style-type: none"> <li>▪ Low cut tops / off-the-shoulder tops / camisole tops with spaghetti straps</li> <li>▪ T-shirts</li> <li>▪ Tight or revealing outfits</li> <li>▪ Fleece jumpers</li> <li>▪ Jeans / Jeggings</li> <li>▪ Fishnet tights or laddered tights</li> <li>▪ Any clothing with holes in it</li> <li>▪ Any clothing featuring a logo</li> </ul>		
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Acceptable standards of dress remain at the discretion of the Sixth Form team and students who do not meet the dress code requirements can expect to be sent home to change. If you require clarification regarding a particular item of clothing before you purchase it, please feel free to email [sixthforminfo@thejohnroanschool.org.uk](mailto:sixthforminfo@thejohnroanschool.org.uk) and a member of the team will get back to you.

## 9. Banned Items

All our students must be safe and have high standards of dress at all times. For these reasons, the following items are not permitted and should not be worn or bought to the school. All staff will confiscate such items consistently.

- Students are permitted 1 stud in each ear lobe and one nose stud. Other items of jewellery exceeding this are not permitted in school.
- Hoodies/Sports tops
- No boots can be worn in school that go above the ankle.
- Denim jackets
- Any type of hat or cap
- Bandanas, durags, balaclavas, headbands, face coverings
- Metal combs
- Nail varnish and or nail extensions
- Fake eyes lashes
- Chewing gum
- Energy drinks
- Drinks in glass bottles
- Laser pens
- Shades/fashion glasses (glasses)

## 9 Related Documents:

- Equal Opportunities Policy
- Behaviour and Anti-bullying Policy
- Parental Concerns and Complaints Policy
- Equalities and Diversity Policy
- SEND policy

## **10 Complaints Procedure**

Any parents/carers who wish to make a complaint regarding the uniform can do so by following our complaints policy on the website. The Governing body may get involved in particular cases if a satisfactory outcome is still not reached with the intervention of the Principal.