



## QUEENS' SCHOOL

*Dare to be Great*

### School Uniform Policy

#### 1. Introduction

The Trustees of Queens' School have established a policy for the wearing of school uniform in Years 7 to 11 and for dress in the Sixth Form.

The purpose of this policy is to ensure that the uniform and dress of Queens' School students promotes a sense of pride in the school, is identifiable, practical and smart, and is regarded as suitable wear for school at a cost that is good value for money.

This policy applies to students attending school, travelling to and from school or when participating in a school-organised event outside normal school hours, and a high standard of personal appearance is expected of all students.

#### 2. 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/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. 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 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 the 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 Equality Lead who can answer questions about the policy and respond to any requests

#### 4. 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 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 If your school has a blazer and jumper uniform, add: for example, by only asking that the blazer, worn over the jumper, 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 leveler
- Avoiding different uniform requirements for different years
- 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 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

#### 5. Expectations for school uniform

##### 5.1 Years 7-11 Expectations

- Black blazer with badge in House colour.\*
  - A jumper must not be worn instead of a blazer.
- House tie worn with the Queens' Shield visible beneath the knot.\*
- Plain black V-necked jumper with Queens' logo.
  - Cardigans or hoodied tops are not to be worn except for leavers' hoodies in the final week of Year 11.
- Plain white shirt (not sports shirt) with traditional collar buttoned to the top, worn tucked in
  - Coloured/patterned garments should not be visible underneath.

- Plain black tailored trousers/**shorts** or shorts.
  - Jeans style, chinos, combats, cords, leggings, cropped or tight trousers are not to be worn.
  - Belts must not be decorative or integral to the trousers.
- Grey tartan school kilt. To be worn no higher than 5cm above the knee.
- Sensible plain black low-heeled shoes (traditional in style) are acceptable.
  - Trainers, boots, sandals, steel toe caps or canvas shoes are not acceptable
- Head coverings (except for religious reasons) and gloves must not be worn in lessons.
- Socks – ankle length plain white, black or grey.
 

Or
- Plain flesh coloured or black tights instead of socks but they must not be worn together with them.
  - Footless or patterned tights must not be worn.
- Plain dark outdoor coat (black, grey or blue).
  - Denim or leather (including a leather look) coats are not allowed.
- Plain black, dark blue or grey (matte not shiny) head coverings for religious reasons.
- Hats are not to be worn in the school building.

**Everything must be clearly labelled with the student's name.**

\*Branded items

## 5.2 Sixth Form Dress Code

Our Sixth Form dress code is designed to be simple and reflective of the modern, outward-looking and ambitious students who study at Queens' School. Since Sixth Formers are old enough to be deciding the direction of their own lives, we believe that they should also be empowered to direct their choice of dress too and make mature judgments as part of their development into adulthood.

As the eldest students at school, the minimum expectation is that Sixth Formers look ready to learn and play a positive role within the wider school community, demonstrating the values of scholarship and respect at all times. Sixth Formers are welcome to wear formal professional attire, such as two-piece suits, if they wish, however, students who want to dress in a style more akin to modern workplaces are equally welcome to do so.

To avoid ambiguity, the following short list of items are considered inappropriate and should be avoided by Sixth Formers:

### Footwear

- Trainers (including Converse, Vans, Nike Air Force Ones)
- Boots above ankle-height or steel-toed

### Clothing

- Trousers, skirts and dresses not of a reasonable length
- Skin-tight clothing (tunnel dresses are permitted but must be worn with tights)
- Cropped tops, skinny strap tops, backless tops
- Hoodies
- Sportswear and tracksuits
- Underwear that is visible
- Beachwear (including sliders/flip flops)

- Fishnet tights, ripped tights, patterned tights
- Jeans, denim coats
- Wording/Slogans that could be considered abusive or offensive

#### Headwear

- Caps and hats

#### Tattoos, piercings and hair dye

- Large looped or tunnel earrings
- Visible tattoos
- Unnatural hair colours

Some clothing is specified by subjects. For example, open-toed shoes would be considered dangerous in a design and technology workshop. Sixth Formers are expected to observe the individual dress codes of subjects, where they exist.

School lanyards and ID cards are also a mandatory part of the Sixth Form dress code. It is the responsibility of every Sixth Former to wear their lanyard at all times on the school site.

### 5.3 PE kit (KS3 and KS4)

The PE kit is compulsory for all students.

- Burgundy/Black Polo Shirt with school logo\*
- Black Shorts with school logo and /or tracksuit pants or base layer leggings with school logo\*
- House Polo Shirt with school logo
- Mid Layer Top with school logo- [\(optional\)](#)
- Reversible Rugby/Football Shirt with school logo (~~for those interested in extra-curricular rugby~~[optional](#))
- Black Socks
- White Sports Socks
- Trainers
- Football Boots
- Shin Pads
- Gum Shield

There is also an optional training top, games shorts for rugby and football and a drawstring PE bag which are available for purchase.

\*Branded items

## 6. Hot weather

Students must have their blazers with them at all times. However, during very hot weather, the School will make a decision on the appropriateness of wearing of blazers.

## **7. Make up and Jewellery**

Make-up must be discrete (barely noticeable). Nail varnish or acrylic/gel nails must not be worn. Inappropriate clothing/jewellery will be confiscated.

Jewellery, tattoos and body/facial/tongue/mouth piercings (bars, ear lobe extenders, nose rings and studs) are forbidden (except for one small, plain gold or silver stud earring worn in the lobe of each ear, not through the cartilage).

Non-school badges, wrist bands and bracelets must not be worn. A single charity wrist band or badge is allowed.

## **8. Hair**

Hair must be kept tidy, no extreme lengths or styles are permitted. Only natural hair colours are permitted.

- a colour that is not found within the natural colour spectrum, i.e. a bright, extreme or vivid colour, or a combination of colours that is easily visible or in stark contrast.
- No beading or other hair decoration is permitted, and any extensions must be in a colour that naturally blends with the hair.
- Shaved patterns in hair or eyebrows are not permitted.

Queens' School reserves the right to insist on re-styling if it considers the style inappropriate.

## **9. Non-compliance**

Anyone arriving at school without the correct uniform must report to their Year Team Office at the start of the day. Notes will not be given (or accepted from parents/carers) to excuse non-uniform being worn, other than on medical grounds.

In the few cases that Sixth Form dress may become an issue, the decision on appropriateness rests solely with the Sixth Form Staff and the school's Leadership Team, and such issues will be dealt with sensitively.

## **10. \_\_\_Expectations for our school community**

### **10.1 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 Director of Learning if they want to request an amendment to the uniform policy in relation to their protected characteristics.

### **10.2 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 are also expected to contact the Director of Learning 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.

### 10.3 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 through the schools 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.

### 10.4 Trustees

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
- Takes into account 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 suppliers 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.

## 11. Uniform suppliers

Queens' School has two suppliers of its uniform :

**DJ Uniforms**  
45 High Street  
Bushey  
Herts.  
WD23 1BD

**Telephone**  
020 8421 9488  
**Website**  
<https://djuniforms.co.uk/>

**Beats School Uniform**

116 The Parade, High Street  
Watford  
Herts.  
WD17 1BD

**Telephone**  
020 3362 2930  
**Website**  
<https://beatschooluniforms.co.uk/schools>

## **12. Second-hand uniform**

The Queens' Parents Association (QPA) have a small stock of second-hand uniform items which are available to purchase. The proceeds of the sales are used by the QPA to support the school in many ways. They are always very grateful for any donations to the uniform stocks.

Items are sold annually on the Year 6 Transition Day which is the second Thursday in July.

### **13.5 Linked Policies**

- Behaviour for Learning Policy
- Equality Policy
- Anti-bullying policy
- Complaints policy

**SLT: Mr Taylor**

**Committee: C&S**

**Trustee reviewed: July 2025**

**Review date: July 2028**

**Queens' School (Bushey) Ltd (Registered Number: 076506090)**



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**Equality and Diversity Impact Assessment**

<b>Aim and Objectives</b>
Queens' School is committed to promoting fairness in opportunity. We therefore conduct Equality and Diversity Impact Assessments on policies to understand their potential effects on different groups of people.

<b>Policy Assessment</b>				
	Positive Impact	Negative Impact	No Impact	Findings
Race			✓	
Religion and/or belief			✓	
Sex (Gender)			✓	
Gender Identity			✓	
Disability			✓	
Age			✓	
Sexual orientation			✓	
Marriage and/or civil partnership			✓	
Pregnancy and/or maternity (including surrogacy and adoption)			✓	
Other identified group (e.g. carers)			✓	

<b>Action Planning</b>
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How do you intend to mitigate or eliminate any negative impact identified?	If a positive impact is identified, how do you intend to promote or develop this opportunity?	Where negative impact has been identified, can it be justified? If so, explain how.

<b>Monitor and Review</b>
The policy will be monitored through feedback from stakeholders