



School Uniform policy

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Senior Leadership Team accountable for review	DPD

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1. Aims

- 1.1. This policy aims to:
 - 1.1.1. Set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers.
 - 1.1.2. Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010.
 - 1.1.3. Clarify our expectations for school uniform.

2. Our school’s legal duties under the Equality Act 2010

- 2.1. 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.
- 2.2. To avoid discrimination, our school will:
 - 2.2.1. Avoid listing uniform items based on sex.
 - 2.2.2. Make sure that our uniform costs the same for all students.
 - 2.2.3. Allow all students to have long hair (though we reserve the right to ask for this to be tied back for health and safety reasons).
 - 2.2.4. Allow all students to style their hair in a way that is appropriate for school and makes them feel most comfortable, in line with the specific appearance guidelines.
 - 2.2.5. Allow students to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment.
 - 2.2.6. Allow students to wear headscarves and/or other religious garments.
 - 2.2.7. Allow students with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs.
 - 2.2.8. Allow for reasonable adaptations to our policy on the grounds of equality by asking students or their parents/carers to get in touch with the relevant Head Of Year 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

- 3.1. 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.
- 3.2. We will make sure our uniform:
 - 3.2.1. Is available at a reasonable cost.
 - 3.2.2. Provides the best value for money for parents/carers.
- 3.3. We will do this by:
 - 3.3.1. Following the statutory limits for compulsory branded items of uniform and PE kit to a

- maximum of 4 inclusive of a school tie.
- 3.3.2. Carefully considering whether any items with distinctive characteristics are necessary, and limiting these items where possible for example, by only asking that the blazer, worn over a jumper/cardigan, features the school logo
- 3.3.3. Limiting compulsory branded items to low-cost and/or long-lasting items such as house ties over year group ties.
- 3.3.4. Considering cheaper alternatives to compulsory branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- 3.3.5. Avoiding specific requirements for items such as coats, bags and shoes/trainers that students could also wear on non-school days. See more information in section 4.1
- 3.3.6. Avoiding different uniform requirements for different year/class/house groups
- 3.3.7. Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama
- 3.3.8. Avoiding requiring different branded items for particular times of the year, such as a branded summer dress and a branded winter dress.
- 3.3.9. Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters
- 3.3.10. Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
- 3.3.11. Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective students, and publishing this information on our website
- 3.3.12. Avoiding frequent changes to uniform specifications, and minimising the financial impact on parents/carers of any changes
- 3.3.13. Consulting with parents/carers and students on any proposed significant changes to the uniform policy, and carefully considering any complaints about uniform in line with the school's complaints policy
- 3.3.14. Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- 3.3.15. Continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money

4. Expectations for school uniform

4.1. All students are required to wear school uniform between leaving and arriving back home, and are expected to be smartly dressed in full school uniform.

4.2. Years 7, 8, 9, 10 and 11 Uniform

4.2.1. Compulsory

4.2.1.1. Uniform

4.2.1.1.1. Navy blue blazer with pocket badge

4.2.1.1.2. The appropriate House tie

4.2.1.1.3. Grey trousers (*note from September 2027, trousers must be 'school grey'.*)

4.2.1.1.4. Plain white shirt (short or long sleeved)

4.2.1.1.5. [Black conventional shoes](#) (not tan or brown shoes, trainers or boots)

4.2.1.1.6. Plain grey or black socks

4.2.1.2. Sports Kit

4.2.1.2.1. RGS Sports shorts

4.2.1.2.2. RGS Rugby Jersey

4.2.1.2.3. Navy blue rugby socks

4.2.1.2.4. White ankle socks

4.2.1.2.5. Training shoes with non-marking sole for indoor use

- 4.2.1.2.6. Boots (NB boots should not be fitted with nylon studs - rubber or aluminium safety studs should be fitted which have the British Safety Standard kite mark on them)
- 4.2.1.2.7. Outside training shoes for use on All Weather Pitch / grass in the summer
- 4.2.1.2.8. Swimming shorts, preferably of a dark plain colour. Knee - length boardshorts are not permitted
- 4.2.1.2.9. Student Mouthguard. Available from [Opro](#) (there is no obligation to purchase this dentist-level mouthguard and you may choose to purchase these items elsewhere. Please note that all students will require a mouthguard for their sports lessons.)

4.2.2. **Optional**

4.2.2.1. **Uniform**

- 4.2.2.1.1. **RGS or plain navy blue jumper**
- 4.2.2.1.2. **Any outdoor coats must be of a plain, single colour**
- 4.2.2.1.3. **Scarves should be plain or RGS design**

4.2.2.2. **Sports Kit**

- 4.2.2.2.1. RGS PE T-Shirt
- 4.2.2.2.2. Cricket whites or RGS sports kit (as above). Students selected for school cricket teams will be expected to wear cricket whites. (Please do not buy cricket whites until the cricket season)
- 4.2.2.2.3. RGS mid-layer
- 4.2.2.2.4. RGS tracksuit
- 4.2.2.2.5. Sports holdall
- 4.2.2.2.6. Swimming cap
- 4.2.2.2.7. Swimming goggles

4.2.3. **Appearance**

- 4.2.3.1. **Hair:** Hair should be clean, smart and professional across all year groups. Extreme hairstyles, hair with contrived patterns and/or unconventional shaving are not acceptable. It is unacceptable for hair to be of an unnatural colour. Long hair must be tied back if requested for health and safety reasons in practical subjects or other activities.
- 4.2.3.2. **Facial Hair:** Students should be clean-shaven. Exceptions will be made on genuine faith grounds or documented medical grounds (such as a skin condition). Parents/carers must submit a written request to the student's Head of Year to arrange an exemption on these grounds.
- 4.2.3.3. **Personal Hygiene:** Students should take care of their personal hygiene including keeping fingernails trimmed.
- 4.2.3.4. **Jewellery:** Watches and a plain stud in each ear lobe are acceptable. Other jewellery or piercings are not permitted. The only exception is jewellery which is worn for faith reasons (this should be discreet and safe for a school environment).
- 4.2.3.5. **Makeup and Nail Varnish:** No nail varnish or makeup should be worn in school by any student.

4.3. **Sixth form Dress Code**

- 4.3.1. The Sixth Form dress code is designed to reflect the increased maturity and responsibility of students as they prepare for higher education and the professional workplace. Sixth Form students are expected to act as role models for younger students and present a smart, business-like image. Adherence to this dress code is a condition of Sixth Form entry and continued study. All items of clothing should be clean, neat, and in good repair. Students are expected to be smartly dressed in full Sixth Form attire, including when coming to and going home from school.

4.3.2. **Compulsory**

- 4.3.2.1. A black, grey or dark blue suit comprising a jacket with either trousers, a sleeved dress, or skirt (jersey type fabric, skin tight/bodycon style skirts/dresses/trousers are not permitted).
- 4.3.2.2. A shirt and house tie or a collared, buttoned blouse. Tops with spaghetti straps and cropped tops are not permitted.
- 4.3.2.3. [Formal black or brown, low-heeled shoes](#)
- 4.3.2.4. Plain dark socks, or plain black, grey, dark blue or flesh-coloured tights
- 4.3.2.5. Sixth Form lanyard and ID card (provided by the school)

4.3.3. **Optional**

- 4.3.3.1. A plain black, grey or dark blue V-neck pullover or 1/4 zip. This must be worn underneath a student's compulsory blazer and above the shirt/blouse. Any logos on this optional garment must be small and fully hidden by the blazer.
- 4.3.3.2. Scarves and headscarves should be plain fabric and in navy blue, black or grey

4.3.4. **Sixth Form Games/sports events**

- 4.3.4.1. For weekly games sessions, sport appropriate clothing that does not restrict movement e.g. t-shirts, hoodies, jogging bottoms, shorts or skirts.
- 4.3.4.2. When representing the school, RGS official sport kit is required, the Sport department will provide information regarding necessary items.

4.3.5. **Appearance**

- 4.3.5.1. **Hair:** Hair should be clean, smart and professional across all year groups. Extreme hairstyles, hair with contrived patterns and/or unconventional shaving are not acceptable. It is unacceptable for hair to be of an unnatural colour. Long hair must be tied back if requested for health and safety reasons in practical subjects or other activities.
- 4.3.5.2. **Facial Hair:** Students are allowed to grow a beard if it is smart and professional. Otherwise, students are expected to be clean-shaven.
- 4.3.5.3. **Personal Hygiene:** Students should take care of their personal hygiene
- 4.3.5.4. **Jewellery:** Jewellery should be understated and suitable for a school environment. It must also be removable.
- 4.3.5.5. **Makeup and Nail Varnish:** Nail varnish should be muted and makeup should be discrete and suitable for a professional environment. Fake nails and eyelashes are not permitted.
- 4.3.5.6. **Tattoos:** Any tattoos must not be visible in school

4.4. **Marking Possessions**

- 4.4.1. Students must ensure all items of uniform are clearly and permanently marked with the student's name.

4.5. **Financial Assistance:**

- 4.5.1. The school is committed to ensuring that the dress code is affordable. Parents/carers who anticipate difficulties in meeting the requirements should contact the Director of Sixth Form to discuss potential support, in line with the school's approach to limiting the cost of uniform

4.6. **Where to purchase it**

- 4.6.1. Parents and carers can obtain the uniform from the School Shop (located in Resources) for branded items and specific stationery. Generic items can be purchased more widely from high-street retailers.

4.7. **Second Hand Uniform**

- 4.7.1. We have a comprehensive selection of good quality pre-loved school uniform available on our second-hand uniform Facebook page ([RGS High Wycombe 2nd hand uniform | Facebook](#)).

5. Expectations for our school community

5.1. Students

5.1.1. Students are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

5.1.1.1. On the school premises

5.1.1.2. Travelling to and from school

5.1.1.3. At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)

5.1.1.4. Students are also expected to contact their 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

5.2.1. Parents and carers are expected to make sure their child has the correct uniform and PE kit, and that every item is:

5.2.1.1. Clean

5.2.1.2. Clearly labelled with the child's name

5.2.1.3. In good condition

5.2.2. Parents/carers are also expected to contact [relevant staff member/office] if they want to request an amendment to the uniform policy in relation to:

5.2.2.1. Their child's protected characteristics

5.2.2.2. The cost of the uniform

5.2.3. 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:

5.2.3.1. Resolved locally

5.2.3.2. Dealt with in accordance with our school's complaints policy

5.2.4. The school will work closely with parents/carers to arrive at a mutually acceptable outcome.

5.3. Staff

5.3.1. Staff will closely monitor students to make sure they are in the correct uniform. They will give any students and families breaching the uniform policy the opportunity to comply.. Ongoing breaches of our uniform policy will be dealt with as outlined in our Behaviour Policy . In cases where it is suspected that financial hardship has resulted in a student not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

5.4. Governors

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

5.4.1.1. Is appropriate for our school's context

5.4.1.2. Is implemented fairly across the school

5.4.1.3. Takes into account the views of parents/carers and students

5.4.1.4. Offers a uniform that is appropriate, practical and safe for all students

5.4.2. 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. Monitoring arrangements

6.1. This policy will be reviewed [insert frequency – as often as you think is appropriate and manageable] by [name/job title of individual] . At every review, it will be approved by [the full governing board/committee name/name or job title of individual] .

7. Links to other policies

- 7.1. This policy is linked to our:
 - 7.1.1. Behaviour policy
 - 7.1.2. Equality information and objectives statement
 - 7.1.3. Anti-bullying policy
 - 7.1.4. Complaints policy