



**Midhurst Rother College**

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# Midhurst Rother College

## Uniform Policy

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**Displayed:** College website

**Revised:** July 2020

**Review cycle:** Bi-Annual

Uniform plays a valuable role in contributing to the ethos of our College and setting an appropriate tone. It signals very clearly that students have come to learn and to be part of the College community. The way in which students wear their uniform is one way in which the local community makes judgements about the College. The aim of the Uniform Policy is to create a shared understanding amongst staff, students and parents/carers about the College's uniform.

Midhurst Rother College recognises the value of having a uniform for the following reasons:

- Creation of a sense of pride
- Readiness for work - many jobs require staff to wear a uniform or conform to a dress code
- Value for money - good quality uniform is cost-efficient
- Protection for students – by eliminating the stress placed on them and their families to purchase and wear expensive, fashionable items
- Sixth Form students do not wear College uniform, but are expected to present themselves in a manner which is suitable for a working environment.

### Responsibilities

The Local Governing Body, in consultation with the Principal, will periodically review and determine uniform requirements, taking into account that the uniform chosen should be affordable, straight forward and understood in terms of expectations. Uniform should not act as a barrier to parents/carers when choosing Midhurst Rother College for their children.

Midhurst Rother College will ensure that uniform requirements are published to parents/carers, students and staff. The requirements and policy will be clearly set out on the College website and paper copies made available where requested. The policy will also outline the actions to be taken for breaches of the uniform code.

The Local Governing Body delegates to the Principal the responsibility to make judgements about the acceptability (or otherwise) of particular uniform items.

Students will wear the correct uniform in the correct way at all times, including journeys between home and College. Blazers must be worn between lessons, but can be removed in lessons with permission from the teacher. Parents/carers have the responsibility to send their children to College clean and tidy with correctly name labelled uniform, and to support the policy at all times.

Girls MRC Uniform	Boys MRC Uniform
<ul style="list-style-type: none"> <li>✓ *Blazer - black MRC blazer with embroidered badge</li> <li>✓ Blouse/shirt - white, short or long sleeved, loose fitting, appropriately buttoned (no visible garments permitted underneath)</li> <li>✓ *College tie – clip-on, only required to be worn with a shirt</li> <li>✓ *Black plain black V-necked cotton jumper (optional)</li> <li>✓ *Skirt – <b>knee length</b>, blue checked school skirt or</li> <li>✓ *Trousers - black, <b>full length</b>, formal school trousers. Trousers made from material such as stretch, heavy cotton, black denim, jersey, linen, etc. are not acceptable. Skin tight trousers are not permitted. Our preferred style available at Stevensons.</li> <li>✓ Belt – if required must be black, formal, plain in design with a plain buckle</li> <li>✓ Shoes - plain, black, leather, flat formal school shoes</li> </ul>	<ul style="list-style-type: none"> <li>✓ *Blazer - black MRC blazer with embroidered badge</li> <li>✓ Shirt - white, short or long sleeved, loose fitting, school shirt (no visible garments permitted underneath)</li> <li>✓ *College tie – clip-on</li> <li>✓ *Jumper – black plain black V-necked cotton jumper (optional)</li> <li>✓ *Trousers - black, full length, formal school trousers. Trousers made from material such as stretch, heavy cotton, black denim, jersey, linen, etc. are not acceptable. Skin tight trousers are not permitted. Our preferred style available at Stevensons.</li> <li>✓ *Black tailored shorts – from Stevensons only. Knee length, formal. To be worn with black sock and formal school shoes. Seasonal only April-September.</li> <li>✓ Belt – if required must be black, formal, plain in design with a plain buckle</li> <li>✓ Shoes - plain, black, leather formal school shoes</li> <li>✓ Socks – plain black socks</li> </ul>

- ✓ Socks - plain white/black ankle length socks or plain black opaque tights

#### Girls and Boys MRC PE Kit

- ✓ \*Navy & white College short sleeved sports shirt
- ✓ \*Navy & white long sleeved College reversible rugby top
- ✓ \*Navy shorts (girls may also wear Navy skorts)
- ✓ \*Navy & white socks
- ✓ \*Navy & white tracksuit (optional)
- ✓ \*Navy girls sports leggings (any leggings must be a sports spandex/lycra fabric, cotton leggings are not permitted)
- ✓ Sports trainers (no casual, street-style, canvas footwear)
- ✓ Equipment throughout the year to include football boots, shin pads, gum shield

For sportswear purchased with logos on, the logo must not exceed approx. 5cm x 5cm, no stripes, patterns or other colours are permitted on items of sports clothing.

**Hoodies/hooded tops are not permitted in College including sportswear.** Any outdoor garments should be plain in colour (navy) and style.

*\*Item available from [Stevenson's](#). All items purchased from [Stevenson's](#) are compatible to our policy requirements*

#### Hair/make-up/Henna

Nail varnish is not permitted and any acrylic nails are to be of a clear finish and of a natural length. If make-up and/or nail varnish is visible, students will be asked to remove it and an appropriate sanction will be given.

Henna tattoos, or any other form of body art and body piercing, is not permitted in College.

Hair bands and clips must be black or brown. Long hair must be tied back for Physical Education, Science and Design & Technology. All hairstyles should be appropriate for a formal setting. Boy's hair must be blended gradually throughout any changes in length of hairstyle, and therefore is not extreme in any part of its cut or length/s of hair (examples below). All hair colours must be of a shade that occurs naturally. Dip dyed hair, vibrant coloured hair and bleached hair is not permitted. No shaved lines or patterns are to be cut into the style. If you are unsure please contact the Assistant Principal for Behaviour before arranging a cut.



#### Jewellery

Only one pair of small, gold or silver plain stud earrings and a watch may be worn. We will only accept one piercing to be in the lobe of each ear. No other piercings or retainers on the ear or face, or anywhere else, are permitted. Students will not be permitted to attend College with a retainer or a plaster over any unhealed piercing. Claiming that any piercing has not healed will not be regarded as an acceptable excuse for wearing jewellery. No other items of jewellery are allowed.

## Ensuring Compliance

### Prior/during/after College

- Students are expected to wear correct uniform on journeys to and from College and throughout the College day.
- On entry to College, uniform will be checked by duty staff. PE kit is not to be worn directly to College – only in particular events will this be given permission
- Where incorrect items are being worn, students will be asked to go home to remedy the breach if this is possible. Alternatively, a uniform change will be made by an item being loaned from College stock.
- All staff will check, challenge and correct uniform throughout the College day
- Students are to leave College in their uniform (there may be some occasions when PE kit is worn after a sports club/fixture)
- On leaving College at the end of a day, uniform will be checked by duty staff. Students leaving from a Period 6 sports club will leave in their College PE kit

### Uniform sanctions

- A C2 can be set for inappropriate or incorrect uniform
- Students who persist in wearing uniform inappropriately and/or incorrect items will be placed on a daily Uniform Report. This will carry a further sanction if any issues occur whilst on it.
- Should a student refuse the request to change their uniform into an item being loaned from College stock, or refuse to remove any makeup/ or jewellery, this will be addressed as defiance and students will be internally isolated
- Ongoing and unresolved uniform policy infringement will lead to a meeting between the relevant year group Assistant Principal/Assistant Principal for Behaviour and parents/carers to resolve the problem
- For persistent, unresolved or extreme uniform policy infringement, students will be internally excluded (C4 sanction and logged in SIMS)
- Continued and intentional uniform policy infringement will, ultimately, be addressed via the behaviour policy and could lead to a C5 sanction (external exclusion)

Please be mindful that for inappropriate hairstyles that are not policy compliant there is a system of sanctions (unless the cut is extreme, in which case a C4 will be directly issued):

First cut – C2    Second cut – C3    Third cut – internal isolation    Forth-Sixth cut – external exclusion

On the external exclusion of a sixth inappropriate cut the student and parents will be invited to attend a Pre Governors Behaviour Meeting. This is a panel of Governors who discuss with the staff, parents and student the concerns about continued defiance to adhere to the College policy.

Inappropriate items of clothing or jewellery will be removed from the student and can be collected at the end of the College day. Repeat breaches of the rules by any student will be communicated to parents. Students not wearing full or correct uniform will be challenged and temporary loan stock issued where possible. Students may be asked to go home briefly to remedy a breach of the College rules on appearance or uniform. This should be no longer than is necessary to remedy the breach. This is not an exclusion but will be deemed an authorised absence. If neither of these options are possible, the student will be expected to work separately from other students. Parents will always be contacted prior to a student being sent home to change. If the student continues to breach uniform rules in such a way as to be sent home to avoid College, or takes longer than is necessary to effect the change, the student's absence will be counted as unauthorised. **If a student's disregard of uniform policy is persistent and defiant, this will be considered a behaviour issue and may lead to exclusion.** Parents will be asked to resolve any uniform issue promptly. All staff will check, challenge and correct uniform during the College day. The Principal, or another member of the senior team in his absence, reserves the right to make a final decision with regards to uniform, jewellery or hairstyles deemed to be unacceptable.

## **Confiscated items**

Confiscating a student's property is a legitimate sanction provided that there is a good reason for so doing and that the length of time the article is confiscated is reasonable.

Confiscated items will be placed in a sealed envelope and include the student's name, tutor group, details of the item(s) confiscated, date and the name of the staff member who confiscated the item(s). The item will be held at Student Reception where it will be stored in a safe place.

Items can be collected by the student from Student Reception at the end of the College day. It is the students' responsibility to collect the item at the end of the College day and they will be required to sign upon collecting it. If the issue is serious enough for a longer period of confiscation, e.g. repeat offences, then parents/carers will be informed and will be requested to collect the item(s) from the College. Property will not be withheld for longer than a half term. At the end of a half term remaining items are handed back to the student.

## **Exemptions**

Midhurst Rother College recognises that some students may have genuine grounds for requesting an exemption from part of this policy. In such cases contact should be made with the Assistant Principal for Behaviour.

If students or parents/carers are in doubt about an item of uniform, they should contact the Assistant Principal for Behaviour before purchasing it. This avoids unnecessary expense in buying items which are unacceptable. Any items purchased from Stevenson's are compatible with our policy requirements. This is our preferred method for purchasing any uniform items.

## **Seasonal Variations**

All students are expected to wear a coat/jacket when needed. 'Hoodies' and decorative scarves are **not** part of College uniform (or sports kit) and should not be worn. Outdoor garments must be removed when indoors.

During the summer we may experience hot weather. During this time we decide on a daily basis if it is a 'non-blazer' day. Students are expected to continue to wear their blazer to College, as we have formal events during the day when their blazer must be worn.

## **College Trips**

The representation of students on College trips is one way the community makes judgements about the College. If students are participating in a College trip, the trip leader will state if uniform is to be worn or not. When uniform is worn on College trips it is worn to the same standards as it would be in College. If it is a non-uniform trip then the clothing should be suitable and practical to the event being attended, without excessive make-up or jewellery.

## **Non-uniform Events**

For any non-uniform events in College, students are expected to wear sensible clothing; no offensive pictures/logos or outfits which display midriffs or underwear should be worn. Students not meeting the criteria will be expected to wear an item from our loan stock or will be sent home to change.

**Uniform Supplier:** Stevensons - <http://www.stevensons.co.uk>

**Review:** This policy will be reviewed at least every two years.