

## **Proposed Changes to the Kimberley School Uniform**

Uniform is an important part of school life. It creates an equality across all students and helps them prepare for a working life. A smart uniform that is worn correctly can instil a sense of pride in all students about themselves and the school that they attend. As a result of good support from parents and carers the vast majority of students at Kimberley wear the uniform well. However, we are proposing a change to the uniform from September 2018 and, before we finalise the proposals, we would welcome feedback from parents and carers.

In appendix 1 we have set out the uniform guidance that we would issue to parents if this proposal goes ahead.

### **Why are we making a change?**

Many girls wear their skirt so that it is too short and is inappropriately high above their knee line. We receive many comments from members of the public and parents expressing concerns about this and the image that the girls are portraying of themselves and the school. A significant amount of time has been spent by teaching and support staff across the school to address this and we have met with limited success. Governors are concerned about the amount of time that is being invested in this issue and have asked us to look at how other schools have addressed this. We are also aware that many male members of staff find it uncomfortable to talk to girls about the length of their skirt. As a result, governors and I are no longer willing for school staff to invest time in this that could be better spent on teaching; or on providing the pastoral support that many students need during their time in school.

### **What is the proposal?**

Having explored a number of options our preferred solution is that from September 2018 if students choose to wear a skirt then they must wear the Kimberley School Skirt. This skirt can be purchased from our supplier Just Schoolwear. It is a high quality, hard wearing black Trutex stitched down pleated skirt with a school logo.

### **Will students just wear “inappropriate” trousers instead of the Kimberley School Skirt?**

If they do choose to wear trousers instead of the skirt, then the trousers should be in line with the guidelines set out in appendix 1.

### **What other options were considered?**

- Some local schools have addressed this by introducing a compulsory tartan skirt that is easily distinguishable. In these instances, the girls have to wear this skirt unless the parents write to the school setting out why they think their daughter should be allowed to wear trousers. If the school agrees then the child is allowed to wear trousers. We discounted this idea because we would prefer to let girls have the free choice to wear trousers and the early feedback we have taken from girls is that they would not wear a tartan skirt.
- Other schools have introduced compulsory trousers and skirts with the school logo on. We discounted this idea because we believe that the guidelines set out in appendix 1 means that there is no need to introduce an expensive compulsory school trouser.
- Other schools have done nothing and have continued to try and work with girls and parents to ensure that skirts are worn correctly. We have discounted this for the reasons set out at the start of this paper.

### **What will happen if my child wears a skirt that is not The Kimberley School Skirt?**

If this is the case, then we would ask parents to quickly resolve this issue by purchasing the Kimberley School Skirt or trousers that meet the guidelines in appendix 1. However, if the student continues to breach the rules on school uniform then we will issue sanctions in line with our behaviour policy. It is our hope that signalling this change well in advance of September 2018 will give enough notice for parents to ensure that their child wears the school skirt or appropriate trousers from this date.

### **How much will the Kimberley School Skirt cost?**

The cost for the junior size (up to age 13) will be £13.96 and for a waist size of 22" to 26" will be £16.95. Our supplier tells us that their experience of working with other schools is that 90% or more of students will purchase these sizes. If anyone does need a 28" waist or larger, the cost will include VAT and will be a total of £19.95. We did ask our suppliers to explore a cheaper option but they will not do so because when they have done this in the past there have been many returns and parents have complained about the quality of the garment and how long they last.

In order to help parents with the cost of the Skirt our supplier will be introducing "Starter Pack" bundles at reduced costs. This will mean that parents will be able to buy a pack including a blazer, tie, school skirt and PE polo shirt at a cost that is about £5 cheaper than buying the individual items. Although this is called a starter pack it will be available to all students in all year groups.

We do understand that the cost of this skirt may be higher than parents currently pay. However, the skirt will be of better quality, harder wearing and as a result last longer. In the long term it will represent better value for money. If parents do not want to pay this, then girls can still wear trousers in line with the guidelines that are set out in appendix 1.

### **Will we consult with the students on this proposed change?**

Yes. Senior staff will be discussing this change with in assemblies during week beginning March 12<sup>th</sup> and telling them how they can give their views on the proposals.

### **Are there any other proposed changes to the uniform?**

No the only change is the introduction of the Kimberley School Skirt. Appendix 1 serves only as a clarification of the remainder of the school uniform expectations.

### **How can parents and carers ask a question or express their view on the consultation?**

Please email [uniformconsultation@kimberleyschool.co.uk](mailto:uniformconsultation@kimberleyschool.co.uk) before 3pm on Monday 19<sup>th</sup> March. Whilst we will not be able to respond individually to parents who contact us we will publish a "question and answer" document setting out our responses to the questions and representations received. It is our intention to publish this to parents before the Easter holiday.

Andrew George

Head Teacher

March 2018

## Appendix 1 –Uniform Guidelines

Students Must Wear	Students Must Not Wear
<p><b>The Kimberley School tie</b></p> <p><b>Shirt</b> Plain white shirt with a collar, buttoned to the neck and tucked in</p>	<p>Polo shirts T-shirts Patterned, coloured or T-shirts with logos, worn underneath the school short Shirt with collar worn without the tie Hoodies or other jumpers</p>
<p><b>Skirt</b> The Kimberley School Skirt purchased from Just Schoolwear with the school logo.</p>	<p>Any other skirt</p>
<p><b>Trousers</b> Straight black boot cut or straight</p>	<p>Skinny or tapered trousers Jean or denim material Cropped or ¾ length trousers Stitched on pockets Embellishments or adornments</p>
<p><b>The Kimberley School blazer with badge</b></p>	<p>Any other blazer</p>
<p><b>Socks/Tights</b> Plain black, grey or natural tights Plain black socks</p>	<p>Footless, patterned or coloured tights</p>
<p><b>Jewellery</b> Watch One small stud earring in each ear One ring</p>	<p>Bracelets, extra rings, necklaces, hooped or large earrings, ANY facial or body piercings</p>
<p><b>Outerwear</b> Plain dark coat</p>	<p>Denim jackets Leather/suede jackets Hoods, sweatshirts or jumpers Brightly coloured coats</p>
<p>Unnatural hair colours, unconventional styles or cuts are not allowed. This includes cut patterns or designs in the hair. Nail varnish is natural and nails should be a suitable and sensible length for school.</p>	

# Skirt

The skirt should be touching the top of the knee. The skirt must be purchased from School wear solutions.

## School Skirt

✓ Perfect length

✗ Too Short



# Trousers

Plain black school trousers bootleg or straight cut

✓ Perfect shape



# NOT

Skinny trousers, jeans, denim or stretch material.

✗ Too tight, with zips or logos



# Footwear

Completely black with no coloured areas or logos, no boots

✓ Perfect style



✗ None of the following are acceptable as school shoes



No colours, no boots, no heels, no logos