



Anthony Gell
— School —

SCHOOL UNIFORM / DRESS CODE POLICY

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Contents:

Statement of intent

1. Legal framework
2. Roles and responsibilities
3. Cost principles
4. Equality principles
5. Complaints and challenges
6. School uniform supplier
7. Finding and consulting suppliers
8. Template documents
9. Uniform assistance
10. Non-compliance
11. School uniform
12. Adverse weather
13. Labelling and lost property
14. Monitoring and review

Statement of intent

Anthony Gell School believes that a consistent dress code/school uniform policy is vital for:

- Promoting the ethos of a school.
- Providing a sense of belonging and identity.
- Setting an appropriate tone for education.

For the purposes of this policy, **“uniform”** includes the following elements of students’ appearance:

1. Clothing, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. House Merchandise.
2. Hairstyles and headwear.
3. Jewellery and other accessories.
4. Cosmetics such as makeup and nail polish.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all students, is affordable, and provides the best value for money for both the school and students’ families.

We believe that students learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in a way that sets an appropriate tone for education.

In writing and updating this policy, we have sought to:

- Engage with parents and students.
- Consider how this policy might affect groups represented in the school, especially those who share protected characteristics as defined by the Equality Act 2010.
- Consider how comfortable the uniform will be for students.
- Take a sensible approach to allow for exceptions to be made, e.g. during adverse weather.
- Ensure that the uniform is suitable and safe for students who walk or cycle to school.
- Choose a PE kit which is practical, comfortable, appropriate to the activity involved and affordable.
- Ensure the policy is easy to access and understand.

1. Legal Framework

This policy has due regard to all relevant legislation and guidance including, but not limited to, the following:

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- The UK General Data Protection Regulation (UK GDPR)

- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2024) 'School uniforms: guidance for schools'
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy
- Equality, Equity, Diversity and Inclusion Policy
- Financial Regulations

2. Roles and responsibilities

The governing board is responsible for:

- Establishing, in consultation with the headteacher and school community, a practical dress code that accurately reflects the school's vision and values.
- Ensuring that the dress code is accessible, inclusive, and does not disadvantage any student because of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, students and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating in this policy how best value for money has been achieved.
- Ensuring compliance with the DfE's ['Cost of school uniforms'](#) guidance.
- Processing and approving all requests relating to uniform through the Gell Together application process.

The headteacher is responsible for:

- Enforcing the school's dress code rules on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a student is in breach of the policy.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing board.
- Providing students with an exemption letter as appropriate, e.g. for a student who has a broken arm and requires a loose-fitting shirt.

Staff are responsible for:

- Ensuring that students dress in accordance with this policy at all times.
- Where appropriate to their role, disciplining students who continue to breach this policy in line with Behaviour Policy.
- Ensuring that students understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents are responsible for:

- Ensuring that children attend with the correct clothing as detailed in this policy.
- Informing the headteacher if their child requires an exemption to the uniform rules for a period of time, with a reason why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Students are responsible for:

- Wearing the correct uniform at all times in accordance with the schools dress code, unless the headteacher has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a dress code is important to the school, e.g. school identity and community.

3. Cost principles

The school will develop its uniform policy in relation to the following starting principles:

- The school will seek to ensure that the uniform is affordable. In so doing, the school will consider the total cost of school uniforms, taking into account all items of uniform or clothing parents will need to provide while their child is at the school.
- The school will seek to keep the use of branded items to a minimum.
- The school will seek to ensure that uniform supplier arrangements give the highest priority to cost and value for money, including the quality and durability of the garment.
- Second-hand uniforms may be available for parents to acquire via local charity shops, Facebook marketplace and Ebay.

Principles in practice

In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform requirements do not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, students at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of students with protected characteristics that may impact their ability to access the uniform.
- LAC and PLAC.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a student, rather than on the cost effectiveness of individual items.

The school will keep variations in school uniform for different groups of students, e.g. year group-specific items or house colours, to a minimum to ensure that students can get the most wear out of their uniform and that parents can pass some items down to younger siblings.

The school will keep branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, e.g. supermarkets, due to the item's logo, colour, design, fabric or other unique element. Where the school requires an item of branded clothing, it will assess how prices can be kept as low as possible and put measures in place to facilitate this ensuring branded items are longer-lasting and unlikely to be grown out of quickly.

The school will meet the DfE's requirements and recommendations on costs and value for money. Care will be taken to ensure that school uniform is affordable for all current and prospective students, and that the best value for money is secured through reputable suppliers.

The school will work with multiple suppliers to obtain the best value for money possible. Any savings negotiated will be passed to parents where possible. The school will not enter into exclusive single-supplier contracts or cash-back arrangements. More information on supplier processes can be found in the school uniform supplier section of this policy.

The school will not make frequent changes to uniform requirements and will take the views of parents and students into account when considering any changes.

4. Equality principles

The school takes its legal obligation to avoid unlawfully discriminating against any student very seriously.

In line with the above, the school will aim to ensure that its uniform policy is as inclusive as possible so that all students can access a school uniform which is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

The school will ensure that parents and students are consulted over any changes to school uniform, and that, where appropriate and with students' consent, views and advice are sought specifically from students, and parents of students, who:

- Are transgender or non-binary.
- Are of a religious or cultural background that has specific dress requirements.
- Have SEND and/or sensory needs.

Parents' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

Information on how the school ensures its uniform policy does not discriminate against students with specific protected characteristics is outlined below.

Gender

To avoid disproportionately impacting students of a certain gender, the school will ensure that the cost of uniform is as equal in price as possible across items for all genders.

This includes:

- Adhering to the procedures laid out in the cost principles section of this policy.
- Not directly requiring students of a certain gender to buy additional uniform, e.g. by requiring female students to buy both trousers and skirts.
- Not indirectly requiring students of a certain gender to buy additional uniform, e.g. by offering football in PE to only male students and requiring they buy football boots to participate.
- Not holding students of different genders to different uniform standards, e.g. by banning certain hairstyles for only one gender.

The school will implement a gender-neutral dress code, meaning that students will not be required to wear specific items based on their gender, and may wear any of the uniform items listed in the school uniform section of this policy regardless of the legal sex recorded on the school's records.

Transgender students are supported to access the uniform that best reflects their gender expression.

Religion and belief

To avoid disproportionately impacting students of a certain religion, belief or culture, the school will ensure that there is flexibility to allow students to present themselves in a way that adheres to their dress requirements as far as possible, within the school's uniform policy.

The school will endeavour to meet all requests for amendments to the uniform for these purposes; however, the needs and rights of individual students will be weighed against any health and safety concerns appropriate to the circumstances, e.g. if safety headgear needs to be worn.

Race

To avoid disproportionately impacting students of a certain race, the school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a student's ethnic origin, e.g. natural Afro hairstyles.
- Not banning hairstyles worn because of cultural, family and social customs, e.g. cornrows.
- Not banning head coverings related to a student's culture or ethnic origin, e.g. African heritage head wraps.

The school will follow the good practice guidance provided by the Equality and Human Rights Commission.

SEND and medical conditions

To avoid disproportionately impacting students with SEND or medical conditions, the school will ensure its uniform policy takes into account the needs of these students. This includes:

- Ensuring the school uniform uses soft, stretchy fabrics and avoids intricate buttons or hard seams.
- Allowing variations to the standard uniform for students whose medical conditions may impact how they dress, e.g. students with casts who require loose-fitting clothing or students with hair loss-related conditions who wish to wear head coverings.

Where the needs of these students cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

The school will ensure that it works with a supplier that acts in accordance with the school's values and principles on equality and inclusion.

5. Complaints and challenges

The school will endeavour to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

The school will refer individuals who wish to complain to the Complaints Procedures Policy and request that they follow the procedures outlined therein.

When a complaint is received, the school will work with the complainant to arrive at a mutually acceptable outcome.

The school has an agreed procedure in place with its uniform supplier to deal with complaints about the supply and quality of uniforms.

In considering a complaint, parents should be aware that teachers can sanction students for breaching the school's rules on appearance or uniform. The school expects this to be carried out in accordance with the school's published behaviour policy. The school aims to deal with student non-compliance in a proportionate and fair way.

6. School uniform supplier

The school's current school uniform supplier is:

- **Kick Off Sport**
- **Holt Lane, Matlock, DE4 3LT**
- **Tel: 01629 55685**

The school uniform supplier will accept school uniform assistance vouchers.

The governing board will ensure that a written contract is in place with the supplier for branded items. The school will tender the uniform contract every five years, whether changes to the uniform are made or not, in line with the Tendering and Procurement Policy.

The governing board will be able to demonstrate how uniform is procured at the best value for money. The headteacher will work to ensure that the items are procured as cheaply as possible without compromising on the quality, e.g. by requesting standard-style items from the supplier rather than more intricate and unique designs.

The school will not sign contracts with suppliers before requesting visualisations and samples of proposed uniform.

7. Finding and consulting suppliers

If the school is considering changing its suppliers and seeks a list of available suppliers, it will consider the following options:

- Consulting an industry body
- Researching local suppliers

- Consulting with other schools and networks
- Having informal discussions with potential suppliers to help determine the school's own needs

If the school prepares to request bids from potential suppliers, it will consider the following elements:

- What products parents will need
- Existing contractual commitments
- Length of tender process
- The school's evaluation process

8. Template documents

Schools will use the DfE's '[Procuring uniform supplies](#)' template documents to ensure that they undergo the procurement process correctly. The templates consist of an invitation to tender, a request for quotation, and a pricing schedule.

Schools will use the invitation to tender template to ask questions of suppliers. Schools will then use the pricing schedule to ask suppliers to submit their prices. Full instructions on how to use the templates are included in each of the documents.

9. Uniform assistance

For parents to claim school uniform assistance, their children should be currently eligible for Pupil Premium. Eligibility will be determined by checking original documents from the relevant authority, detailing receipt of the benefit and the address of the student.

Please follow the link below then download and fill in the application form to make a request for the funding from the Gell Together Fund. Please be clear about your circumstances and what assistance you require – this will be treated with the strictest confidence.

Once completed, this application should be emailed to enquiries@anthonygell.co.uk or a copy can be left at the school reception for the attention of Fran Calladine, PA to the Headteacher.

<https://www.anthonygell.co.uk/parents/gell-together-fund/>

Parents are be invited to donate their child's uniform when they no longer need it, for the school to offer to other students in need as appropriate.

10. Non-compliance

Staff will be permitted to discipline students for breaching this policy, where relevant to their role, in accordance with the school's Behaviour Policy.

The headteacher, or a person authorised by the headteacher, will ensure the student is taken to Pastoral where they will be supported with work in the inclusion room, the students parent will be contacted and asked to bring appropriate clothing to school.

11. School uniform

AGS's required PE uniform

Item	Optional or required	Branding	How to acquire	Cost per item from school supplier
PE Kit				
PE Polo Shirt or	Required	School logo on left-hand side	Available from school supplier	£15.99
PE T-Shirt	Required	School logo on left-hand side	Available from school supplier	£9.99
PE Hoodie	Required	School logo on left-hand side	Available from school supplier	£16.99
GCSE PE T-Shirt	Required	Logo and students name on back	Available from school supplier	£14.99

Note: PE clothing can be worn outside of PE if this is not used in PE lessons.

GCSE PE T-Shirts are for students that choose this subject as one of their options in KS4.

Link to purchase AGS Pe Kit: <https://paradeschoolwear.co.uk/collections/anthony-gell-p-e-kit>

Parents who do not wish to buy the branded PE hoodie must acquire a plain Navy blue hoodie, the following criteria must be made for other PE items.

- Navy or Black shorts/tracksuit bottoms with no branding or logos from professional sports teams
- Suitable trainers
- Other suitable sports footwear, e.g. football boots, if required

Parents are responsible for ensuring their child brings their PE kit to school when needed.

AGS's optional House Merchandise

Item	Optional or required	Branding	How to acquire	Cost per item from school supplier
House Merchandise				
House Hoodie	Optional	House Logo on left-hand side and School Logo on sleeve	Available from school supplier.	£24.00

House Zip Hoodie	Optional	House Logo on left-hand side and School Logo on sleeve	Available from school supplier.	£24.00
House Tracksuit Bottoms	Optional	School logo on right-hand side	Available from school supplier.	£22.00
House Scarf	Optional	School logo on scarf	Available from school supplier.	£12.00
House Beanie	Optional	School logo on hat	Available from school supplier.	£10.00

Link to purchase House Merchandise: https://paradeschoolwear.co.uk/collections/anthony-gell-house?utm_source=chatgpt.com

Students at Anthony Gell have a lot of freedom regarding hair style and colour, jewellery and accessories, their choices should not cause a potential health and safety risk. This mainly applies to dangly earrings/necklaces, loose fitting bracelets, or inappropriate clothing for the activity being undertaken.

- Students are not permitted to wear crocs, flip flops, sliders or have bare feet as they move through the school because of health and safety reasons.
- Heels if worn should be block heels of no more than 3cm high.
- Logos or images on clothing, which could offend or cause hurt/upset to others are not permitted as part of our dress code.
- Inappropriately short or revealing shorts and skirts, revealing ripped trousers and cropped tops which expose the midriff are not permitted.

As a guide, shorts or skirts should be longer than where the wearer's fingers would be if the arm was by the wearer's side. Underwear should not be visible.

Jewellery

Students will be advised that jewellery is their personal responsibility and not that of the school. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons, including PE lessons and science experiments. Please see our Jewellery and Mouthguards Policy on our website.

Bags

Students must use an appropriately sized waterproof bag to carry their books and equipment. It must hold A4-sized workbooks comfortably without causing any damage.

School bags featuring inappropriate images, slogans or phrases will not be permitted.

The school will discourage students from bringing valuable bags to school. The school will not be liable for lost or damaged school bags.

Hairstyles and headwear

Students with long hair must ensure that this does not impede their vision, cover their face, or cause a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE.

12. Adverse weather

All students will be advised to wear weather-appropriate clothing.

For hot temperatures, this includes wearing:

- Tops that cover the shoulder area.
- Sunglasses with UV protection when outside.

If outside during break times, students not wearing sun-safe clothing or sunscreen will be advised to stay in an area protected from the sun.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when outside.
- Warm jumpers.
- Trousers, or skirts and thick tights.

13. Labelling and lost property

Parents will be advised to ensure that all students' clothing and footwear is clearly labelled with their name and year group.

Any lost clothing will be taken to the lost property box in the library. All lost property will be retained until the end of each half term and will be disposed of if it is not collected within this time.

14. Monitoring and review

This policy will be reviewed every 2 years by the chair of governors and the headteacher. The next scheduled review date for this policy is January 2028.

The school will engage with parents and students when reviewing this policy.

Any subsequent changes to this policy will be communicated to all staff, students, parents and other relevant stakeholders.