Watford Grammar School for Girls

School Uniform Policy

This policy adopted	
Next review date	1 November 2026
Committee Responsible	Curriculum
Statutory	Yes

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1. Purpose, scope and principles

The purpose of the policy is to provide a framework for the Trustees and Headmistress to set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers, explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010 and clarify our expectations for school uniform.

This procedure applies to all students.

Key Principles of the policy supports the ethos and values of Watford Grammar School for Girls to:

- Foster the community ethos of the school.
- Encourage a sense of equality and cohesion.
- Protect students from social pressures to dress in a particular way.
- Ensure that students of different social, religious and ethnic groups feel welcome.
- Support achievement and teaching and learning.
- Provide a safe and secure environment in which students learn how to dress appropriately.

2. Legislation and guidance

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 students 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 students.
- Allow all students to have long hair (though we reserve the right to ask for this to be tied back).
- Allow all students to style their hair in the way that is appropriate for school yet makes them feel most comfortable.
- Allow student to request changes to swimwear for religious reasons.
- Allow student to wear headscarves and other religious symbols.
- Allow for adaptations to our policy on the grounds of equality by asking student or their parents to get in touch with their Head of Year, who can answer questions about the policy and respond to any requests.

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy

3. 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.
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as the school blazer.
- Considering cheaper alternatives to school-branded items, such as the school badge being bought separately and sewn onto non branded items.
- Avoiding specific requirements for items student 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 leveller.
- Avoiding different uniform requirements for different year groups.
- Avoiding different uniform requirements for extra-curricular activities.
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels.
- Making sure that arrangements are in place for parents 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 and student on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

Every two years we will carry out a benchmarking exercise with three other local and similar schools to ensure the uniform costs remain equitable and as such will not be a limiting factor to potential applicants and pupils. See Appendix 4 for Benchmarking exercise.

4. Uniform Expectations

The details of the uniform expectations for Years 7 – 11, and the dress code for Sixth Form, from September 2026, can be found in Appendix 1 and 2.

5. Where uniform can be purchased

Items not displaying the school crest can be bought from any provider. Badges for blazers can be bought in the school shop. DJ Uniforms is able to sew a school badge onto suitable skirts for a small fee.

The school has also established relationship with local Uniform Suppliers to provide items with the school crest:

- DJ Uniforms: https://djuniforms.co.uk/watford-grammar-school-for-girls/
- Beats Uniform: https://beatschooluniforms.co.uk/schools/watford_grammar_school_for_girls/

The preferred suppliers undergo a tender process periodically to ensure value for money, the range and quality of available items and accessibility for families. Details can be found in Appendix 5.

The school also manages a **Sustainable Uniform Shop**. Parents can donate unwanted items by placing them in a box in the school reception. Items can be ordered using the following link found on the school website: https://www.watfordgrammarschoolforgirls.org.uk/information/uniform/

6. Supporting the purchase of uniform

The school can support families who are not able to afford uniform items in the following ways:

6.1. Families eligible for Pupil Premium Funding and/or free school meals

Families who are eligible for Pupil Premium Funding and / or Free school meals should contact the school by emailing support@watfordgirls.herts.sch.uk.

6.2. Students eligible for Sixth Form Bursary

Sixth Form students who are eligible for the Sixth form Bursary should contact the Sixth Form Administration: v.morgan@watfordgirls.herts.sch.uk

6.3. Other

Families that are not able to afford uniform items but are not eligible for either of the above should contact the school by emailing support@watfordgirls.herts.sch.uk.

7. Expectations for our school community

7.1. Students

Students 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)

Students are also expected to contact their Head of Year if they want to request an amendment to the uniform policy in relation to their protected characteristics.

Ongoing breaches of our uniform policy will be dealt with by the Head of Year. Any student refusing to comply can be referred to the Headteacher. A parent/carer can be notified if their daughter is not in the correct uniform, and the school reserves the right to send a student home or isolate them from lessons if they are unable to comply.

7.2. 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 following if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics: relevant Head of Year
- The cost of the uniform: see items 6

Parents 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 to arrive at a mutually acceptable outcome.

7.3. Staff

Staff will closely monitor students to make sure they are in correct uniform. Form tutors should make a visual check during morning registration. They will give any students and families breaching the uniform policy the opportunity to comply but will follow up with the Head of Year if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Head of Year and Pastoral Administrator. Any student refusing to comply can be referred to the Headteacher. A parent/carer can be notified if their daughter is not in the correct uniform, and the school reserves the right to send a student home or isolate them from lessons if they are unable to comply.

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.

7.4. Trustees

The trustees 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 students
- Offers a uniform that is appropriate, practical and safe for all students

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 periodically.

8. Monitoring arrangements

This policy will be reviewed every year by the Curriculum Committee.

Appendix 1: School Uniform from September 2026

Years 7-11: Essentials

- Navy blue traditional blazer with school badge on breast pocket. The badge is compulsory and separate blazer badges for sewing onto blazers can be purchased from the school shop.
- Gold fitted open neck blouse, with or without school crest. (Not PE or t-shirt).
- A navy-blue skirt or trousers:

  The skirt should be smart, navy blue, pleated and knee length with a school crest (either integral to the skirt or sewn on).

  Trousers should be navy blue, straight legged, hemmed and end at the ankle. Jeans style, denim, corduroy trousers, legging or trousers which are tight on the leg, are not permitted.
- Tights (if worn): natural, navy blue or black with no patterns.
- Socks (if worn): white, navy blue or black and no higher than the knee.
- Shoes: black or navy leather/leather-look, flat or with a low heel, no higher than the ankle. The style should be traditional, fully fitted to the foot and suitable and safe for a busy working environment. Specific styles that are not permitted include:

  Sports trainers (unless trainers are advised for medical reasons)
  - Boots
  - Suede shoes
  - Styles with obvious logos or branding
  - Elaborate buckles or decorations or patterns
- The school provided lanyard should be always worn and only school approved badges may be worn on the uniform.
- Jewellery is not allowed, except one pair of ear studs.
- One item of religious significance may be worn discreetly under clothing and safely.
- Make-up, nail varnish, false nails and false eyelashes are not permitted.
- Hair and hair braids should be of a natural hair colour only.
- Head coverings should be plain navy blue or black only.

Year 7 – 11: Optional extras

- WGGS branded or unbranded knitted navy-blue V-neck jumper

Year 7 – 11: Essential PE Kit

- WGGS branded yellow/blue polo top.
- WGGS branded navy blue shorts or WGGS branded skinny pants.
- Outer layer must be either the WGGS branded hoodie, WGGS branded track jacket, or a plain navy-blue hoodie (any logos should be small).
- WGGS branded navy blue or black swimming costume or a plain navy blue or black swimming costume.
- White socks
- Sports trainers
- Navy blue hockey socks
- Navy blue swimming hat
- Football boots
- Shinpads
- Mouthguard

Year 7 – 11: Optional extras PE Kit

- WGGS branded jogging bottoms or unbranded navy-blue jogging bottoms which are fit for the purpose of sport
- WGGS branded leggings or unbranded navy-blue leggings which are fit for the purpose of sport

Appendix 2: Sixth Form Dress Code from September 2026

Sixth Form (Years 12 – 13): Essentials
• Black bottoms: trouser but not jeans style, leggings, denim, corduroy trousers, or trousers which are tight on the leg. • Black skirt, appropriate length. • Black blazer worn on official occasions (e.g. assembly). • Plain white shirt or blouse – school badge may be shown. • Tights (if worn): natural or black with no patterns. • Socks (if worn): plain white or black and no higher than knee. • Shoes or boots should be black and no higher than ankle - sports trainers are not permitted unless they are advised for medical reasons. • Only approved badges may be worn on school uniform clothing. • Jewellery, make up and nail varnish can be worn with discretion. • False nails and false eye lashes can be worn with discretion. • Hair and hair braids should be of a natural hair colour only. • Head coverings should be plain black or white.
Sixth Form: Optional Extras
• A black knitted jumper that can be worn under the jacket, preferably with the school crest, however it must not have writing or logos. • A plain black hooded top can be worn as an outdoor coat but NOT worn in lessons. • A white shirt/blouse must be worn underneath a black knitted jumper or a black hooded top.

Appendix 3: Expectations in PE

Expectations of wearing PE Kit for all

Students must wear clean, correct PE kit for every lesson **even if they are ill or injured** so they can still take an active part in the lesson. This will enable students to fully partake in the activity when they return to full health, it prevents their school uniform from getting damaged whilst standing on muddy pitches and in cases of illness it prevents conditions from worsening as students still have their dry uniform to get changed into if it is raining during the lesson. There are occasions when this would not be possible and this is at the schools discretion i.e. severe injury or illness but **as physical education is compulsory in school only in exceptional circumstances will alternative arrangements be made for students when they are 'off games'.** Otherwise, they will remain with their teaching groups and participate in the role of coach or official for the activity. Should a student be 'off games' they should come to their lesson in their PE kit as normal but also wear a school PE hoody/waterproof jacket and/or tracksuit bottoms.

Should a student not have their PE kit for lesson, even if they are not participating in practical activities they will be issued with a kit mark. Should a student receive 3 kit marks they will also be placed in lunchtime detention.
Following a student's lunchtime detention every subsequent detention will be an after-school detention.

Adjustments for Religious Reasons:

PE Kit: students who are unable to wear shorts or t-shirts for religious reasons will be allowed to wear tracksuit bottoms or a hoodie/ track jacket over their normal PE kit, or they may wish to purchase the school leggings and base layers which can be worn under shorts and t-shirts to provide full coverage. For swimming appropriate adaptations can be made in discussion with the subject teacher. Students may wish to purchase an appropriate religious swimming costume.

Headscarves: where worn these should be tight and secured in a safe manner, particularly at the side of the face, and unlikely to obscure vision or catch on anything that may put the wearer or other students at risk. Students can also consider obtaining a sports version of the hijab, for improved suitability. (AfPE 2016)

Jewellery and personal effects including religious adornments.

Jewellery and personal effects are not allowed under any circumstances and must be removed for all lessons. Refusal to do so will be dealt with in accordance with the school's behaviour policy.

Longer hair must be tied back to ensure that it does not obstruct the vision of the student. Students must provide their own hair bands and clips for this.

Should students require the use of an inhaler or carry an EpiPen they must have it on their person for the lesson.

Appendix 4: Benchmarking Exercise

Uniform Benchmarking 2025-26

		Provider 1	Provider 2	Unbranded
Watford Girls Grammar School	Just Daywear	£170.94	£157.97	£95.00
	Just Sports	£108.97	£110.49	£100.00
		£279.91	£268.46	£195.00

Croxley Danes	Just Daywear	£177.94	NA	NA
	Just Sports	£105.97	NA	NA
		£283.91	NA	NA

St Clement Danes	Just Daywear	£181.94	NA	NA
	Just Sports	£105.48	NA	NA
		£287.42	NA	NA

Queens' School		Provider 1	Provider 2	Unbranded
	Just Daywear	£172.94	NA	NA
	Just Sports	£105.95	NA	NA
		£278.89	NA	NA

Watford Boys Grammar School		Provider 1	Provider 2	Unbranded
	Just Daywear	£160.92	NA	NA
	Just Sports	£194.20	NA	NA
		£355.12	NA	NA

The analysis compares the cost of new, Year 7 uniform that is taken from lists on the school website and does not include day or sport shoes. All calculations are based on information available on the suppliers' website, and from suppliers promoted by the school. When a supplier does not provide an item, i.e. the branded school shorts, then the least cost item from an alternative supplier is used.

Appendix 5: Tendering Process

In Spring 2023 the school reviewed the Tenders for the preferred uniform providers. Four local suppliers were invited to tender, they submitted price lists and met with a panel that consisted of a Governor who was also a parent, an Assistant Head, the Director of Sport and the Headmistress. Students were then asked to give their opinions based on the selected items provided by each of the companies. Two suppliers were identified based on their value for money, accessibility for parents, environment sustainability and ability to work together to ensure consistency of supply.

The suppliers chosen were: Beat School Uniforms and DJ Uniforms.