

RIPLEY ST THOMAS

A CHURCH OF ENGLAND ACADEMY



Uniform and appearance policy

From September 2026

Originator	J Quarry
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An Education for Life

Our vision

We aim for all members of our
Christian community to flourish spiritually,
academically and personally so that they
can live life in all its fullness.

*'I have come in order that you might
have life - life in all its fullness.'*

(John 10:10)

UNIFORM AND APPEARANCE POLICY

Introduction and Principles

School uniform plays an important role in establishing the ethos of a school and is strongly encouraged by the DfE. At Ripley we believe that our uniform policy benefits the school in a number of ways:

- It encourages pupils to identify with the school and nurtures the notion of community
- It protects children from social pressures to dress in a particular way
- It supports discipline and good behaviour
- It instils a sense of pride in the school
- It promotes more effective teaching and learning
- It is not a prohibitive factor for any family applying for admission to Ripley

The appearance of pupils is also an important factor at Ripley in promoting good behaviour and ensuring the health and safety of pupils and staff.

The Government, although it has published guidance, has made it clear that it is for the school's Governing Body to decide whether there should be a uniform and other rules relating to appearance, and if so, what they should be. Therefore, this document seeks to clarify the Governors' expectations at Ripley with regard to uniform and appearance.

An actual list of the acceptable, not acceptable and supplementary items pupils are permitted to wear is within this document. This includes particular items parents can apply to the Headteacher for permission to wear. A judgement will be made with regard to any request based on whether the item is in sympathy with the Christian ethos of the school or any other judgement including health or safety. The Headteacher in consultation with pastoral colleagues will consider each application and reach a decision as soon as possible but until such time as a decision is made the item should not be worn for school.

Parents/Guardians are asked to contact us if they are in any doubt about any item of uniform or issue of presentation for their child so that they can clarify what is acceptable before agreeing to permanent or semi-permanent changes in appearances or sending the child to school wearing those items of which they are unsure.

Full school uniform must be worn at all times throughout the school day, including when travelling to and from school. Pupils are representatives of the school in the wider community, and high standards of appearance help promote a positive image and reflect the values of the school.

Uniform requirements (Years 7 to 11)

As part of our commitment to equality, diversity and inclusion we are always willing to speak to pupils to find a solution which works for both them and the school, in line with our high expectations.

School Uniform

- Royal blue blazer *
- School tie (clip on style) *
- Grey badged skirt - Grey wide pleated with the Ripley logo at the bottom of the skirt. Please note skirts must be on the knee or touching the knee.
- Black tailored school trousers. Please note that fashion, tight, flared, cotton drill, jeans-style or styles with patch/combat type pockets are not acceptable.
- White shirt / blouse (to be worn with tie)
- Black tank top (optional - branded or equivalent unbranded)*
- Black opaque tights, black knee high or black ankle socks (with skirt) or black socks (with trousers). No bows or frills
- Black shoes
- Black or blue hair bands / bobbles

P.E. and Games Equipment

- Red mid-layer (Yrs 11 may continue to wear the hoody) (optional) *
- Red polo shirt * (Yrs 11 may continue to wear navy blue polo shirt)
- Reversible rugby shirt * (boys curriculum only)
- Navy Blue P.E. Skort or Navy Shorts (Yrs 8-11 may continue to wear the badged skort/short)
- Plain navy blue PE leggings, branded or unbranded (optional)
- Plain blue tracksuit bottoms, branded or unbranded (optional)
- Red hockey or red football socks
- Football boots (or rugby boots for boys curriculum only)
- Trainers (no canvas shoes)
- Swimsuit (1 piece) / swimming trunks
- Swimming hat
- Towel

Branded and Unbranded Uniform and PE Kit

Where an item of uniform or PE kit is available as an Academy-branded item, pupils may wear an equivalent unbranded item. The unbranded item must meet the Academy's requirements for colour, style, appearance and suitability, as set out in this policy.

The purchase of branded uniform or PE kit is not a requirement where an equivalent unbranded item is permitted. All pupils are expected to wear items that comply with the Academy's uniform and appearance standards, regardless of whether they are branded or unbranded.

Items marked * are available to purchase through our uniform supplier, The Uniform & Leisurewear Co. (Lancaster, Morecambe and Garstang shops; 01524 388355), or through Trutex. Items are embroidered with the school crest or logo where applicable.

Branded uniform and PE kit are available through the Academy's suppliers. However, where an equivalent unbranded item is permitted under this policy, families may purchase that item from an alternative retailer. Any unbranded item must meet the relevant uniform or PE kit requirements set out in this policy.

It is expected that all pupils bring their full PE kit and get changed for PE lessons whether they are taking an active part in the lesson or not.

Detailed Guidance

The following guidance is intended to clarify our uniform requirements and avoid misunderstandings. While uniform policies can sometimes appear overly detailed, our experience has shown that clear and precise expectations help ensure consistency. We are mindful that parents should not incur unnecessary expense by purchasing items that do not meet the Academy's requirements. We therefore ask for parents' full support in ensuring that pupils wear uniform that complies with this policy.

References to Academy-branded items within this guidance should be read in conjunction with the Branded and Unbranded Uniform and PE Kit section on page 3. Where an equivalent unbranded item is permitted under this policy, it will be considered acceptable provided it meets the specified requirements for colour, style and appearance.

	Acceptable	Not Acceptable
Blazer	✓ Ripley St Thomas blazer ✓ Please note that blazers must be worn at all times unless specific permission has been given by a member of staff for it to be taken off	- No blazer - Pushed up or rolled up sleeves - Any other garment other than school tank top and shirt underneath e.g. no hoodies allowed
Tie	✓ School tie ✓ Any specialist tie awarded from subject areas	- No tie
Trousers	✓ Plain black ✓ Tailored, straight leg ✓ Full length ✓ Any belts should be black with discreet buckles	- Fashion trousers (tight, flared, denim or corduroy) - Studs, visible buttons, patch pockets or trimmings - Shorts/leggings
Skirts	✓ Grey pleated skirt Ripley St Thomas logo ✓ Skirts should touch the knee ✓ When buying, please allow for growth throughout the year	- Very short skirts - Rolled up skirts - Embellishments on skirts

Shirts	✓ Plain white school shirt or blouse ✓ Tucked in always and buttoned up at the neck. Please allow for growth throughout the year	- Casual/fashion shirts - Shirts worn without a Ripley St Thomas tie - Shirts worn outside of trousers/skirts
Shoes	✓ Traditional black, flat shoes ✓ Black shoes should be worn on the way to and from school	- Sports shoes or any form of trainers - Heeled shoes no higher than 3cm - Stilettos - Ballet/Dolly shoes - Boots - Canvas shoes Students will be asked to correct their footwear if not appropriate
Socks and tights	✓ Plain black ankle or knee length socks ✓ Plain black, opaque tights	- Coloured or patterned socks - White socks - Over the knee socks - Trainer socks - Sports socks - Socks with frills/bows
Hair	✓ Neat and tidy ✓ Natural colour ✓ If hair is long, it is essential it is tied back, for reasons of health and safety, in some practical lessons (e.g. PE, Science, Art and Technology) ✓ Hair accessories must be Ripley colours (black or blue) and discreet ✓ Hair must not cover the face	- Extreme styles (please do ask in advance if you require further guidance) - Tram lines, asymmetric styles or other shaved styles - Unnatural colour and two-tone colour - Hair extensions - Very short hair – less than a 'number 2' overall

		Short hairstyles may be blended smartly and neatly down to a 'number 1' at the back - Facial hair is not permitted, e.g. no long side burns, beards or moustaches. Pupils should be clean shaven
Make-up		- Make up of any kind - Nail varnish - Artificial nails, nail extensions or gel colour - False eyelashes - Tinted eyebrows - Fake tan - Tattoos of any kind, including henna
Jewellery	✓ One wristwatch	- Any jewellery other than stated will be confiscated and can be collected at the end of the next school day. This also includes any type of pin badges that have not been

		issued by school - We discourage the use of smart watches. If smart watches are used for communicating, they will be confiscated in line with the mobile devices policy
Lanyard	✓ Lanyard displayed and worn each day	- No lanyard

Breaches of Policy

The Uniform and Appearance Policy will be strictly enforced. Pupils will not be considered in breach of the Uniform and Appearance Policy for wearing an equivalent unbranded item where this is permitted under the policy and the item meets the specified requirements. Sanctions will not be issued solely because an otherwise acceptable item is unbranded.

Pupils must attend the Uniform Room before registration to correct their uniform.

U1 sanctions are issued for breaches of the Uniform and Appearance Policy. In accordance with the Behaviour Policy, repeated offences will result in increased sanctions. Pupils will receive a U1 sanction if they forget items of uniform. However, this will not apply if the missing items have been ordered.

The Headteacher or member of the senior leadership team may ask a pupil to go home briefly to remedy a serious breach of the school's rules on appearance or uniform. This will count as an authorised absence for as long as the absence is strictly necessary. The parent/carer of the child will be contacted in this instance. If it is not possible for pupils to go home to change, they will spend time out of circulation in The Reflection Centre until such time as they conform to the policy.

Schools can refuse to allow a pupil to come into school for failing to wear the uniform or maintain the appearance required by the school. This is not an exclusion. An exclusion is

refusing to admit to the school; in the case of a breach of uniform the school is willing to admit the pupil but insist that they are properly dressed.

We are committed to supporting pupils and families with any uniform difficulties and may be able to loan items on a longer-term basis where needed. Alternatively, we may be able to provide financial assistance. Please contact your child's Progress Leader in the first instance.

The academy is always the final arbiter of what constitutes appropriate and acceptable dress and appearance.

Items that require written permission from the Co-Headteachers

Kippah (Jewish pupils)	Royal blue or black
Head scarf (Muslim pupils)	Royal blue or black head scarf
Turban (Sikh pupils)	Royal blue or black

Sixth Form Dress Code

The Sixth Form Dress Code reflects the values of the Ripley St Thomas community. A student's adherence to the Dress Code demonstrates respect for the ethos and learning environment. All places of employment have dress code policies.

It is true that dress codes vary significantly between and even within sectors, however, as an employee, we must all comply with whatever rules are set. The dress code policy that follows has been created in consultation with current students and aims to reflect the context of the Ripley community and ethos.

Through appropriate dress, Sixth Form students act as role models for younger students and ambassadors for the school. The school's expectations are that students in years 12 and 13 understand that the Sixth Form is a serious learning environment and that they take a mature and responsible approach towards how they present themselves. This will ensure that their time with us is focused on reaching their goals for life beyond Ripley Sixth Form.

The purpose of this dress code is to maintain a professional appearance and mindset so that we can clearly separate our working week from our personal leisure and relaxation time. An additional benefit is the fact that students will have a good understanding of what to wear for university interviews, job interviews and apprenticeship assessments.



Students are asked to make appropriate choices of clothing from the list below. Clothing choices should be modest, respectful and in keeping with the traditional values and ethos of the Ripley St Thomas community.

All students choose items from the following list:	*Not allowed:
Business style suits comprising • either matching or complementary business style jacket • tailored trousers • dress or skirt (minimum knee length or midi).	• Very short/tight/split/ruched dresses or skirts. • Jeans or cargo/combat style trousers. • Ripped tights. • Leggings/ flared leggings/skin tight trousers. • Track suits. • Hoodies/sweatshirts/fleeces. • Clothing made of leather, denim, pleather, PVC, sheer/revealing fabric. • Bodycon dresses/skirts. • Shorts.
• Plain or patterned collared shirt worn with tie (short or long sleeved) • Plain or patterned smart top (short or long sleeved). • A plain jumper or cardigan may also be worn <u>under the suit jacket</u> in colder months <u>but is not a substitute for a business style jacket.</u> • Matching or complementary waistcoats worn under the suit jacket are also permitted.	• Logos or slogans. • Low or cropped tops. • Tops with spaghetti straps. • Strapless tops. • T-shirts. • Hoodies/sweatshirts/fleeces/thick or baggy jumpers
Footwear: • Smart black/brown shoes or ankle boots, with a regular slim sole and suitable for an office setting.	• Trainers/Converse style/ canvas or rubber shoes/flip flops/sandals/sliders/crocs. • UGG boots or shoes. • Knee length or platform boots or shoes
Jewellery & Hair: • Earrings. • A small single nose stud may be worn.	• Ear spacers. • Nose rings. • Multiple facial piercings. • No extreme haircuts or colours. • No visible tattoos. • No facial coverings.
Outer wear coat worn over suit for cold and wet weather.	• Hoodies worn as coats (with or without zip)

*The list of items of clothing "not allowed" is by no means an exhaustive list. The school reserves the right to add items to this list at any time if they are deemed to be not in keeping with the values & ethos of the Ripley community.

If you have any questions or are unsure if a particular item is appropriate for school, please speak to Mrs Taylor, Mrs Blundell-Roberts or Miss Apsey before purchasing/wearing to sixth form.

We are committed to supporting pupils and families with any difficulties in regards to dress code. If you, or your child, needs support, please approach Mrs Taylor. Any requests will be dealt with in a sensitive manner.