



School Uniform and Appearance Policy

Date of Review:	July 2025, with minor update October 2025
Prepared by:	Christian Fallick
Approved by Governing Board:	17/07/2025 & 23/10/2025
Policy based on:	Internal https://www.gov.uk/government/publications/school-uniform/school-uniforms
Date for next review:	July 2026

Introduction

Imberhorne School is an inclusive, anti-discriminatory community built on strong relationships and core values. We welcome and support all students, regardless of background or protected characteristics.

We believe wearing the correct school uniform plays an important role in:

- promoting the ethos of a school
- providing a sense of belonging and identity
- setting an appropriate tone for education

All stipulations in our policy and expectations will be applied with full consideration of our students' cultural, social, religious background, sex and gender identity.

Support

Support is available to help families meet the cost of new uniform:

- For students in receipt of free school meals, we offer subsidies to support the purchasing of uniform. Miss K. Moss (uniform@imberhorne.co.uk) is the first point of contact for families seeking such assistance
- For any family experiencing hardship, or who simply want to avail themselves of this opportunity, we also offer previously owned items of uniform. Once again, Miss K. Moss is the first point of contact for such enquiries.

Objectives of the Uniform and Appearance Policy

Imberhorne School's Uniform and Appearance Policy has full regard for the Department for Education's Guidance on School Uniform (June 2024) in which the DfE strongly encourage schools to have a uniform as it can play a valuable role in contributing to the ethos of a school and setting an appropriate tone.

There are five objectives behind Imberhorne School's Uniform and Appearance Policy:

- (a) Equality
- (b) Unity
- (c) Wellbeing
- (d) Self-Discipline and Respect
- (e) Excellent Outcomes

(a) Equality

Having a Uniform and Appearance Policy removes the potential for a socio-economic and cultural divide and divisions caused by sex or gender identity. The policy thereby fosters an egalitarian culture in the school. It places students from a range of backgrounds on a level footing amongst peers from their first day on roll.

(b) Unity

Having a Uniform and Appearance Policy improves cohesion and creates a sense of belonging to a school community. It reduces superficial distractions thereby creating a sense of unity and purpose (this is an essential element of successful collaboration) in the classroom, in the playground and when travelling to and from the school. As a result of this sense of unity, students feel proud to be an Imberhorne student and want to represent themselves and the school in the best possible light.

(c) Well-being

Having a Uniform and Appearance Policy makes it possible for students to build relationships through genuine networking skills and interests rather than popularity. It reduces the opportunities for cliques or negative group identities to form and/or be brought into school. Students' self-confidence is increased when they do not feel pressured to wear certain types of clothes or have the latest haircut and the opportunities for bullying are significantly reduced. Students are valued for their character and achievements rather than appearance.

(d) Self-Discipline and Respect

Having a Uniform and Appearance Policy means that students engage with their education before they even arrive at the gates. It requires self-discipline and organisation to consistently adhere to any policy, daily, and the self-discipline becomes habitual and is gradually transferred to other aspects of education, including behaviour and study skills.

(e) Excellent Outcomes

If students' appearance is equal, students are united in their purpose, feel safe and valued, are self-confident, self-disciplined and respectful then they acquire the foundational skills and sense of self required for success. Having a Uniform and Appearance Policy, as well as contributing to this foundation, leads to excellent outcomes because the collective focus is on teaching and learning; potential distractions have been removed from the classroom environment and time is not lost dealing with potential bullying issues related to appearance.

Non-uniform days and non-uniform school trips:

When students have the school's permission to wear their own clothes to school or out on a school trip, we will inform parents and carers via our usual channels of communication.

It is important that students understand that they are still representing both themselves and the school on these occasions. As such, students will dress in line with our Sixth Form Dress Code (Appendix 2) with the exception of facial piercings which are not permitted in KS3 or KS4 at any time.

General Imberhorne Uniform and Appearance Expectations

- It is expected that all students will travel to and from school every day in neat, clean uniform as specified in the Appendix giving the clear message that our students take pride in belonging to the Imberhorne School community.
- Any student who breaks a condition of the Imberhorne School Uniform and Appearance Expectations will receive a sanction in line with the behaviour policy and may be sent home, removed from normal circulation or placed in the Bridge. As per the Home School Agreement, parents/carers must support their child in adhering to this policy.
- It is strongly recommended that parents/carers are present when uniform is purchased, and haircut appointments take place. There are two uniform options for students to choose from, these are detailed in the Appendix.
- Uniform exceptions may be made but only in exceptional circumstances (e.g. for medical conditions certified by a medical professional).
- All pieces of school uniform must be clearly labelled with the students' name and tutor group on.
- Students must not have permanent or temporary tattoos that are visible.
- Students must not draw onto themselves with pen during the school day. If so they will be asked to remove the drawings.
- Muslim students from families for whom the wearing of the hijab is important may do so. Sikh turbans are also permitted.
- Underclothing, including thermals and vests, must not be noticeable.

Hair Styles

- Hair must be of a natural colour
 - Extreme styles and unnaturally coloured dyed hair are not permitted
 - No lines or patterns in hair or eyebrows
 - Long hair must be tied back for practical work in subjects including PE, Technology, Food Technology, Science.

Headscarves:

- School Colours only if worn. No patterns.

Jewellery & Belts

- Jewellery is limited to:
 - One watch
 - One simple stud per ear lobe
 - In KS3 & 4 No other piercings or jewellery items are permitted including spacers. Students will be asked to remove them.
 - In KS5 a small nose stud is permitted
 - Belts must be plain black and unbranded

Shoes & Socks

- Shoes must be plain black and polishable.
- The school retains the final decision on whether a shoe is in line with the policy.
- Students cannot wear socks over tights
- Students must wear black / white socks

Make Up

- Discreet, natural make up may be worn. By definition, discrete make-up is that which is not noticeable:
 - Fake eyelashes/eyelash extensions are not permitted
 - Lip- gloss, lipstick and glitter are not permitted.
 - Nails should be natural. Fake nails / nail varnish are not permitted.
 - Students will be asked to remove excessive makeup or items not permitted as detailed above

School Bags

- All students should arrive to school with a school bag and equipment ready to learn for the day.

Outer Wear

- Outer coats and jackets may be worn when travelling to and from school in inclement weather but should only be worn in addition to the school jumper / hoodie (not as a replacement).
- Hooded sweatshirts, tracksuit tops, quarter zips or any other branded non uniform item of clothing that covers the school uniform are not appropriate and will be confiscated in line with our behaviour policy

The Headteacher has ultimate discretion in establishing what is and is not acceptable.

Uniform supplier: SWI

<https://www.swischoolwear.co.uk>

Appendix 1: Uniform checklist

Item:	Expectation:
Black trousers, tailored shorts or Imberhorne School skirt	Trousers and shorts must be worn on the waist. They must not be low slung. Imberhorne School skirt worn just above the knee or longer. Skirts should not be rolled over to shorten the length of the skirt. Skirts must not be tied at the back.
Grey Imberhorne School jumper	Jumpers are to be worn on top of polo shirts. They can be taken off, but not worn around the waist or shoulders.
Blue Imberhorne polo shirt	Polo shirts must not be tied at the back.
Navy blue Imberhorne zipped jumper	This is an optional item if students wish to wear an additional layer to keep warm. Hoods should be down inside the school buildings.
White or black socks/black opaque tights	Socks must be ankle length. No noticeable 'ticks' should be visible over tights
Flat, black polishable shoe	Shoes must be plain black and polishable. The school retains the final decision on whether a shoe is in line with the policy.

P.E Kit:

Item:	Expectation:
Girls' navy Imberhorne Training Top	White polo or navy base layer can be worn underneath.
Boys Imberhorne Rugby Shirt	
Girls Imberhorne Football Shorts	Navy base layer can be worn underneath for warmth in the Winter months.
Boys Imberhorne Rugby Shorts	Navy base layer can be worn underneath for warmth in the Winter months.
Imberhorne Football Socks	
Trainers: Navy, Black, Grey or White Football/Rugby boots	Trainers to be worn with plain socks.
Additional equipment and information	Shin pads and gum shield. No jewellery to be worn and long hair must be tied back.

Appendix 2 Sixth Form Dress Code

Sixth Form Student Dress Code 2025



STUDENT ID CARD AND GREEN LANYARD MUST BE WORN AT ALL TIMES



YES Please

- Tops/T-shirts
- Hoodies/jumpers/sweatshirts
- Dark thick leggings
- Jeans or trousers (one small rip per leg)
- Shorts, skirts or dresses
- Shoes, trainers or sandals
- One discrete nose stud
- Natural hair colours



NO Thanks



- Facial piercings
- Low cut tops or short crop tops
- Hoods up on site
- Hats in middle school and lessons
- Underwear on show
- Very short skirts/shorts/dresses
- Beachwear inc rubber flip-flops
- Visible tattoos

The Sixth Form team reserves the right to decide what is suitable.
All decisions are final and we reserve the right to send students home in order to change

Appendix 3: Visual guide

Imberhorne School Uniform

PLEASE SEE UNIFORM CHECKLIST

Trousers

Plain black and regular. Trousers should not be tight from hip to ankle, nor should they be of a jean or chino style/material.

Polo Shirt

Imberhorne shirt to be worn at all times with no other clothes visible underneath.

Jumper

Imberhorne jumper to be worn on top of the polo shirt. It can be taken off but not worn around the waist or shoulders.

Hair

Must be a uniform style, not shaved or cut very short. Lines cut into the hair are expressly forbidden. Dyed hair must be discreet and natural in appearance.

Jewellery

One small stud in each ear lobe. No additional piercings or jewellery allowed.

Make-Up & Nail Varnish

Students should not wear nail varnish / acrylics etc at either key stage. KS4 students may wear a discreet amount of make up.

Shoes & Socks

Plain black polishable shoes. Must have black soles and no visible white logo. No boots, plimsolls, or backless shoes. Plain black socks or tights.

Black tailored shorts

Skirts (Optional)

Imberhorne school skirt which carries the school logo above the hem to be worn at knee length.

Imberhorne School PE Kit

PLEASE SEE UNIFORM CHECKLIST

GIRLS

BOYS

Imberhorne Training Top

(White polo or base layer can be worn underneath)

Imberhorne Rugby Shirt

Imberhorne Football Shorts

ONLY WORN BY GIRLS

Imberhorne Rugby Shorts

ONLY WORN BY BOYS

Imberhorne Football Socks

Imberhorne Rugby Socks

Unisex Plain White Polo Shirt

Footwear

Plain White socks
Trainers: Navy, Black, Grey or White
Football/Rugby boots

Footwear

Plain White socks
Trainers: Navy, Black, Grey or White
Football/Rugby boots

EXTRAS - SHIN PADS, GUM SHIELD, NAVY SPORTS LEGGINGS AND NAVY BASE LAYER (OPTIONAL) DURING WINTER.
 NO JEWELLERY TO BE WORN AND LONG HAIR MUST BE TIED BACK