



TDMS

UNIFORM AND APPEARANCE POLICY

DATE POLICY WAS APPROVED	08/06/2026
DATE POLICY WILL BE REVIEWED	SUMMER 2027
MEMBER OF STAFF WITH RESPONSIBILITY FOR REVIEW	Deputy Headteacher



Key Definitions

All policies incorporate the following schools or organisations, unless specified otherwise, within Four Stones Gateway Trust ('the Trust'):

- Clee Hill Community Academy
- Cleobury Mortimer Primary School
- Haybridge High School and Sixth Form
- Haybridge Teaching School Hub
- Haybridge SCITT
- King Charles I School
- Lacon Childe School
- SHaW (Shropshire, Herefordshire and Wolverhampton) Maths Hub
- Stottesdon CofE Primary School
- TDMS (The De Montfort School)
- Any other schools or organisations that may join the Trust from time to time and not listed above.

The terms Academy, School, Organisation and Trust are considered interchangeable in the context of all Trust policies.

Where appropriate, in this Policy the term:

“CEO” includes the Chief Executive Officer

“CFOO” includes the Chief Financial Officer

“Trust Senior Leadership Team” includes Executive Headteachers, Headteachers, strategic operational leads and Teaching School/SCITT Directors.

“Headteacher” includes the appropriate School Headteacher.

“Trustees or Trust Board” are appointed Trustees who oversee the business of Four Stones Gateway Trust, agreeing the overarching strategic direction and ensuring robust governance.

“Local Academy Boards (LAB)” are appointed Governors at a local level. LAB Governors act as advocates for their school's Safeguarding, SEND, Standards and Stakeholder engagement.

“Chair” responsible for leading the board and ensuring its effectiveness

“Stakeholders” are any individuals or companies who are invested in the welfare and success of the Trust and/or School and its students, including staff members, students, parents, community members, LAB or Trust members, trade unions, local business leaders etc.

Rationale

Our policy is based on the notion that a school uniform:

- promotes a sense of identity and pride for students attending our school
- creates a feeling of community and belonging
- is practical and smart
- is not distracting in class
- makes students feel equal to their peers in terms of appearance
- is regarded as suitable, and good value for money by most parents
- has been designed with health and safety in mind

We have a strict approach to our Uniform and Appearance Policy. Our parents/carers understand this and so support us at home to uphold the School's high expectations.

Procedure for dealing with uniform issues

The school will tackle uniform issues as soon as possible in the morning to reduce the time lost to learning.

Each morning, members of staff on the school gate and tutors will check the uniform of tutees. Additional checks will also take place throughout the day to ensure uniform standards are adhered to.

If there is an issue your child will be sent to the standards gate or appropriate pastoral office. The member of staff on duty will decide how to proceed. Resolutions include but are not limited to:

- phoning parents to ask them to bring the correct item of uniform in to school
- providing a uniform loan in exchange for a deposit from the student. We will take as a deposit the incorrect item of uniform, e.g. a pair of trainers for a pair of smart shoes
- contacting parents for permission to send the student home to rectify their uniform
- deciding that the student should stay out of circulation for the day (or until the problem is resolved) due to non-correction of the issue and/or serious breaches. Students will complete their schooling in our Reflections room.

Students who arrive at school with incorrect uniform will be deemed to be in breach of the School's Behaviour for Learning Protocols and the Trust's Behaviour Policy. Incorrect uniform will never be tolerated and will always be corrected. We hope that this will be achieved without a loss of learning time and without the need to impose sanctions. However, should compliance to rectify uniform/appearance issues not be rapidly achieved sanctions will be issued, this may include time in our Reflections room.

Affordability

At TDMS, we are conscious that the cost of uniform can be a burden to some families. We offer the following to ensure that our uniform is affordable for all families and is never a barrier to being in school, learning:

- branded items are kept to a minimum. There are three compulsory branded items: the school blazer, tie and PE polo shirt/t-shirt. All other items of uniform are available to purchase at a range of retailers
- we keep a well maintained stock of uniform and shoes which can be loaned to students until the family can replace the item
- we make second-hand uniform available. This can be requested through contacting our Family Liaison Officer via office@tdms.worcs.sch.uk
- we can offer discounted prices for students who qualify for Free School Meals
- we review the total cost of the uniform annually

In September 2026, the Trust updated our school logo and we updated the three branded items accordingly. We do not expect families to buy the new uniform if they have perfectly good, branded items that still fit. We are happy for students to continue wearing the previous uniform until such time as they grow out of it. The school fully expects the change to the new uniform to take a number of years.

Acceptable uniform principles Year 6 to 11

Shoes (see Appendix 2)

- Shoes must be flat or with a minimal heel, sensible, plain style, black and clean/polished
- Trainers and canvas shoes are not permitted
- Work boots are not permitted
- More details about the shoes that are acceptable can be found in Appendix 1 and on the school website
- If your child arrives at school in shoes that do not match our policy, we will provide a pair for them to wear during the day. These must be returned at the end of the day. Parents/carers will be contacted to find a resolution to the issue

Skirts

- Skirts must be a David Luke pleated skirt
- The skirt must be an appropriate length fitted to touch the knee
- Skirts must not be rolled up at the waist

Trousers (see Appendix 1)

- Plain black tailored trousers
- Skinny trousers, jeggings, flares or trousers with additional zips on pockets are not allowed
- Trousers should not be in a denim material and leggings are not allowed

Shorts (summer term to October half term)

- Shorts must be plain black and tailored
- The shorts must be an appropriate length fitted to just above the knee
- Short shorts or sports shorts are not permitted

Socks and tights

- Socks must be plain black and ankle length
- Knee length socks are not permitted
- Tights must be plain black or natural coloured, other colours are not permitted

Shirts

- All students must wear a white shirt with a collar
- Top buttons must be done up
- Shirts must be tucked in
- Short sleeve shirts are acceptable

Polo neck T-shirts (summer term only)

- Students can choose to wear a non-branded white polo neck T-shirt in the summer term only rather than their normal white shirt and tie
- Polo neck T-shirts must be tucked in

Ties

- All students must wear a school tie with their house colour

Blazers

- All students must wear a school blazer with a school badge
- Students should wear their blazers at all times and not carried in student's bags or arms
- Students can choose to wear either the fitted blazer or the non-fitted blazer style
- In hot weather members of staff will allow students to remove blazers

Jumpers

- Students can choose to wear a plain smart black V neck jumper with no visible logo
- Sweatshirts, sports jumpers and hoodies are not permitted
- Jumpers with the school logo are available from our uniform suppliers

Jackets

- All jackets/coats must be dark in colour (preferably black, grey, navy)

- Hoodies are not allowed in school as either an outer jacket or under blazers
- Coat hoods are only to be worn up if it is raining, but otherwise they must be down - especially inside the school building

Hair and make-up

- No extreme styles, shaved heads or shaved patterns including in eyebrows
- Colour should be natural in appearance
- If hair is tied back, it must be with a plain black band and not too large or fussy
- Head scarves must be plain black and worn for religious purposes only
- Hats or other head dressings (eg: durags) are not permitted
- Make-up is not allowed for Years 6, 7 and 8; from Year 9 only discreet natural make-up is permitted
- No nail varnish, gels / acrylic or false nails
- No false eyelashes or extreme eyebrows
- Students with inappropriate make-up, false eyelashes or nail varnish will be asked to remove during morning registration

Jewellery/Piercings

- A non-internet enabled wrist watch and only one small, plain, stud earring in each pierced ear lobe are allowed. Please note that earring studs must be removed or taped during PE lessons for safety reasons
- If your child is having their ear(s) pierced, please ensure this takes place at the beginning of the summer holiday so that students are able to remove when they return to school
- No other piercing is allowed on any part of the face, nose, ears or mouth
- Students will be asked to remove any further jewellery (eg: bracelets, rings, necklaces, chains etc.) and hand it to a member of staff if they wear it to school. Jewellery will be returned at the end of the day.
- For students who repeatedly wear excess jewellery, parents/carers will be asked to collect the jewellery at the end of the day
- Ear spikes and stretchers are forbidden
- Tinted or cosmetic contact lenses and decorative dental wear are not permitted
- No accessories are to be worn around the neck, wrists, and ankles or attached to clothing

PE kit

- Plain black shorts (loose fitting, not cycling shorts or hot pants) **or** plain black tracksuit bottoms **or** plain black leggings
- TDMS branded black and purple polo shirt/t-shirt
- Black or white sports socks (long black football socks required for fixtures)
- Suitable trainers for PE use eg: astro turf trainers
- Shin pads for all football activities
- Gum shield (required item for hockey club and rugby fixtures)

Optional extra PE kit items

- TDMS branded sweatshirt (optional)
- Base layers can be worn during cold weather under PE kit, but must be white or black
- Football boots with safety studs (required for fixtures)

Any student who wishes to use the large or mini astro at break/lunch to play football is required to wear either astro trainers or trainers. School shoes are not permitted.

All school uniform items are available from Birds Eye Sports and The School Shop in Evesham or Banner and David Luke are suppliers providing an online service.

Acceptable uniform principles sixth form

- Students in the sixth form should be dressed in acceptable business dress with their yellow lanyard
- Please see the 'sixth form acceptable dress code' for more details

Appendix 1

Acceptable Trousers

If a student chooses to wear trousers instead of a skirt, they must be compliant with the uniform policy.



These trousers do not comply with TDMS uniform policy due to being jeans, having buckles, zips or being the harem style.



Acceptable Shoes

The De Montfort School acceptable shoes

