



**Isle of Man**  
Government

*Reiltys Ellan Vannin*

# Department of Education, Sport and Culture

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*Rheynn Ynsee, Spoyrt as Cultoor*

## Secondary School Uniform in Isle of Man Schools

### Overview

The Isle of Man Government has committed to consulting the public with a view to introducing guidance, where possible or required, to the Island's secondary schools to inform their school uniform policies. Head teachers, together with their governing bodies, set the uniform policy and guidelines in each school.

Any guidance resulting from this consultation would aim to address any potential parity issues around secondary school uniform, where possible and practicable to do so. It would also seek to minimise the cost of school uniform, if feasible, in order that accessing the required items does not become a barrier to participation in learning.

The consultation seeks views on:

- What should be included within the scope of the guidance
- The role that school uniform plays within the ethos, culture and day to day social life
- The considerations available to schools and the Department of Education, Sport and Culture in minimising school uniform costs, where possible
- The draft principles which are intended to be incorporated as part of the school uniform policy

### Why your views matter

The consultation is open to anyone with an interest in secondary school uniform policy, but especially secondary school students, parents and carers, teachers, other education professionals and those who provide school uniform items.

In addition, we have made arrangements to specifically seek the views of children and young people on school uniform policy. These views will be considered, together with the findings of this consultation, to inform future policy and guidance development.

It is envisaged that the guidance will inform secondary schools' policies.

It is not intended that school uniform on the Isle of Man will be abolished. Therefore, that is not within the scope of the consultation.

### How to respond

You can respond online on the Isle of Man Government Consultation Hub, by email to Rachel Birch at [Rachel.birch@gov.im](mailto:Rachel.birch@gov.im) or in writing to:

Legislation, policy and research manager  
Department of Education, Sport and Culture  
Thie Slieau Whallian  
St John's  
Isle of Man  
IM4 3AS

Links to schools' current school uniform lists/policies:

Ballakermeen High School: [Uniform \(sch.im\)](#)

Castle Rushen High School: [School Uniform](#)

Queen Elizabeth II High School: [Policies \(sch.im\)](#)

Ramsey Grammar School: [RGS School Uniform 2022 23.pdf](#)

**Opinions on school uniform and the appropriateness of the questions to be asked as part of the consultation have been sought from school leaders and student focus groups. The points below came out as part of this research and may be of benefit to respondents:**

- Schools would like parents/carers to know that they are happy to be approached if concerns arise about the acquisition of uniform. In the past, schools have been able to donate new and/or pre-worn uniform/footwear to families in their communities who are unable to acquire items for whatever reason. Some schools have hardship funds and fundraise for these as part of their community work.
- Some schools are increasingly organising events to swap/acquire used uniform/PE kit items, usually advertised through their social media channels.
- Schools are happy to hear from parents who would like to be involved in supporting buy/sell/swap/donate events.
- Schools referenced parents/carers raising concerns about the cost involved in replacing items of lost uniform. Schools seldom experience items going missing permanently, but each school is left with a considerable volume of unnamed lost property each academic year. When lost items are clearly labelled with the student's name, they are often quickly returned to the owner.
- Students suggested labelling all items of uniform/PE kit with indelible pen, whilst some highlighted that initials can be embroidered into items by local businesses for a charge, or name labels can also be purchased from some suppliers.
- Lost items that cannot be returned to their owner are kept for an appropriate length of time by schools, but are ultimately laundered and donated to other families if not claimed.
- PE departments have a stock of items that they lend, or sometimes donate, to students who may not have access to the required items for lessons

### **Comparison tables based upon current uniform policies/guidelines by secondary school**

Costs are based on the purchase of a two pack of trousers or two skirts and a three pack of shirts, all from a major retailer with presence on Island, in October 2022. In addition, we have compared prices with either a school branded blazer (where worn) or an unbranded blazer with a separate badge. Examples are all based upon a Year 9 student wearing age 13-14 year old items and a blazer between 38" and 44" chest. These cost comparisons do **NOT** include the price of footwear or other items such as school bags, as how much is spent on these items is very much at the discretion of parents/carers.

### **School Uniform**

<b>BHS</b>	<b>CRHS</b>	<b>QEII</b>	<b>RGS</b>	<b>SNHS</b>
1. £72.00	1. £70.50	1. £59.95*	1. £77.00	1. £71.00
2. £77.00	2. £75.50	2. £64.95*	2. £82.00	2. £76.00
3. £66.00	3. £64.00	3. £68.00*	3. £68.00	3. £66.00
4. £71.00	4. £69.00	4. £73.00*	4. £73.00	4. £71.00
Average cost = £71.50	Average cost = £69.75	Average cost = £66.47	Average cost = £75	Average cost = £71
Average cost across all five Island secondary schools = £70.74				

## Total figures based upon:

1. Three pack of shirts, twin pack of trousers (boys' or girls' fitting), school tie and branded blazer (\* for QEII this package includes one school branded jumper)
2. Three pack of shirts, two skirts, school tie and branded blazer (\* for QEII this package includes one school branded jumper)
3. Three pack of shirts, twin pack of trousers ('boys' or 'girls' fitting), school tie and unbranded blazer with separate school badge (\*for QEII this package includes an unbranded blazer with a school logo embroidered onto it at a charge of £5.00 from a local supplier. This service is optional.)
4. Three pack of shirts, two skirts, school tie and unbranded blazer with separate school badge (\*for QEII this package includes an unbranded blazer with a school logo embroidered onto it at a charge of £5.00 from a local supplier. This service is optional.)

## PE Kit

The following table shows the requirements for PE kit across the Islands secondary schools.

	<b>BHS</b>	<b>CRHS</b>	<b>QEII</b>	<b>RGS</b>	<b>SNHS</b>
<b>Total number of branded items required</b>	1 – polo shirt	1 – rugby/ windproof top	1 – polo shirt	2 – shorts and polo shirt	None
<b>Minimum number of required items</b>	3 polo shirt, shorts/skort/ leggings, socks	4 rugby top/windproof top, t shirt, shorts, PE socks	4 games top, PE top, shorts or skort, PE socks	Female – 3 Polo shirt, shorts and PE socks Male – 4 As above + rugby top	Female – 3 T shirt/polo shirt, shorts/skort/ Leggings, socks  Male – 4 As above plus football/rugby shirt
<b>PE footwear</b>	Studded boots (male) and trainers	Studded boots and astros OR trainers	Studded boots and astros OR trainers	Studded boots (male) and trainers	Studded boots, trainers and astros

## The Consultation

### In what capacity are you responding to this consultation?

- As a secondary school student
- As a parent or carer
- As a teacher in a secondary school
- As another educational professional
- As a provider of school uniform/PE kit items

- Other (please state)

**With which school do you have a connection?**

- Ballakermeen High School
- Castle Rushen High School
- Queen Elizabeth II High School
- Ramsey Grammar School
- St. Ninian's High School
- All schools as I am involved in school uniform supply
- No Island secondary school

**Questions:**

**1. Current views on school uniform in the school with which you are associated (tick any that apply):**

- It is generally fit for purpose and does not need to be changed
- It would benefit from some modifications
- It is cost effective
- It could be made more cost effective
- It allows for individuality
- It inhibits individuality
- It ensures that students are not singled out because of what they wear
- It is cheaper than buying other clothes to wear for school
- It is comfortable and practical for the user
- It could be more comfortable and practical for the user
- It is easy to launder
- It is easy to acquire on Island
- It can be difficult to acquire on Island
- I am not associated with a school
- Other (please specify)

**2. What matters related to school uniform would you wish to be included within the guidance? Tick all that apply.**

- Attainment
- Wellbeing
- Cost
- Availability on Island
- Eliminating competitive dressing
- Ensuring all students appear equal, irrespective of their families' economic position
- Clear rules, expectations and procedures
- Other (Please Specify)

**3. What role does school uniform have in the ethos and culture of schools? Tick all that apply.**

- Fosters a sense of belonging
- Builds self-esteem through a common identity
- Contributes to a culture of respect and high standards
- Shows students as representative of the school in the community
- Creates a sense of pride in the school community attended
- Allows students to be identified when at inter-school events or on school trips
- Is more affordable than non-uniform alternatives
- Allows predictable selection of clothing for students who may find this stressful
- Improves student behaviour and attainment
- Prepares young people for work/later life
- School uniform does not have a role in the ethos and culture of schools
- Other (Please specify)

**4. Following on from Question 3, are there any particular items of school uniform which are central to this? Tick all that apply.**

- Blazer
- Tie
- Shirt
- Trousers/Skirt

- School lanyard
- PE Kit
- Sport Shoes for PE use
- Shoes

**5. What can schools do within their policies to support the aim of minimising costs of school uniform? (Please give specific examples of approaches which could be considered, or have been tried)**

- It is already cost effective
- No logo on any of the uniform
- Require the wearing of traditional shoes rather than other footwear/trainers
- Permit wearing of trainers
- Permit wearing of single colour footwear as opposed to traditional shoes
- Suggest a maximum cost for free choice items such as footwear
- Change uniform to less formal items such as polo shirts and sweatshirts
- Have buy and sell or swap events of previously used uniform
- Accept donations of previously used uniform and make available to families in need
- Minimise number of branded items in school PE Kit
- Other (Please Specify)

**6. Are the draft principles (A – K shown below) appropriate?**

**If you would change any of them please set out what your alternative wording would be in the free text box.**

**Would you add any principles? Please say what they would be in the free text box.**

A. Seeks to reduce costs for families where possible and/or creates parity from school to school if appropriate

- Agree
- Disagree
- Not Sure

B. Creates parity from school to school

- Agree
- Disagree
- Not Sure

C. Promotes equality, recognising specific issues related to gender, religion and belief and disability

- Agree
- Disagree

- Not sure
- D. Applies to all areas of school life, including PE and post 16 education
  - Agree
  - Disagree
  - Not Sure
- E. Recognises the need for practicality and seasonal needs
  - Agree
  - Disagree
  - Not Sure
- F. Reflects a sustainable approach to uniform/PE kit (via re-use, swap shops etc.)
  - Agree
  - Disagree
  - Not Sure
- G. Is readily available on Island
  - Agree
  - Disagree
  - Not Sure
- H. Considers appropriate responses to students who repeatedly disregard uniform guidelines
  - Agree
  - Disagree
  - Not Sure
- I. Is informed by the views of students
  - Agree
  - Disagree
  - Not Sure
- J. Recognises and builds upon current good practices within schools
  - Agree
  - Disagree
  - Not Sure
- K. Does not introduce unnecessary barriers to school uniform policy and practices
  - Agree
  - Disagree
  - Not Sure

L. Please provide any additional comments you may have:

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