



Education
Partnership
Trust

Creating outstanding schools
which transform learning, lives
and communities

SCHOOL UNIFORM POLICY

DOCUMENT CONTROL

This document has been approved for operation within:	All Trust Establishments
Date effective from	February 2022
Date of next review	February 2027
Review period	Every 5 years
Status	Statutory - School
Owner	Local Governing Body
Version	1

Contents

1. Aims	3
2. Our school’s legal duties under the Equality Act 2010	3
3. Limiting the cost of school uniform	3
4. Expectations for school uniform	4
5. Expectations for our school community	5
6. Monitoring arrangements.....	6
7. Links to other policies	6

1. Aims

This policy aims 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
- › Clarify our expectations for school uniform

2. Our school’s legal duties under the Equality Act 2010

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 students to request changes to swimwear for religious reasons
- › Allow students to wear headscarves and other religious or cultural symbols
- › Allow for adaptations to our policy on the grounds of equality by asking students or their parents to get in touch with The Headteacher, who can answer questions about the policy and respond to any requests

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 the financial impact of any items with distinctive characteristics where possible by inviting any parents who may require financial support with purchasing these items to contact the school so that we can review what financial support/concessions can be offered.
- Limiting, where possible items with distinctive characteristics to low-cost or long-lasting items, such as branded ties.
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler.
- Avoiding different uniform requirements for different year groups.
- Avoiding different uniform requirements for extra-curricular activities.
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels, school provided bibs etc
- 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 students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

4. Expectations for school uniform

4.1 Our school's uniform

Outdoor Coat	All coats, hats and outdoor clothing must be removed on entry to the school building.
Jumper	Heights School jumper.
Tie	Heights, School tie.
Shoes	Fully black coloured footwear
Shirt / Blouse	White school shirt.
Skirt	Black skirt (knee length)
Trousers	Black trousers
Socks	Black or white socks.

PE Kit	Pupils need to wear their own trainers or plimsolls for practical PE lessons. The school will provide other PE kit which must be worn for activities.
Jewellery	<p>On health and safety grounds we do not allow pupils to wear jewellery in our school. The exceptions to this rule are small plain gold or silver studs in pierced ears, small discreet watches and small objects of religious significance. We ask that pupils remove these objects during PE and Outdoor Education to prevent them from causing injury.</p> <p>The school runs a Hair & Beauty programme and therefore makeup and nail varnish is permitted as long as it is not excessive.</p>

4.2 Where to purchase it

Uniform is available to buy from:

Directly from the school.

5. Expectations for our school community

5.1 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 the Assistant Head if they want to request an amendment to the uniform policy in relation to their protected characteristics.

5.2 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 Headteacher if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

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.

5.3 Staff

Staff will closely monitor students to make sure they are in correct uniform. 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 school behaviour policy. If a pupil attends school in breach of the school's rules on appearance or uniform they may be sent home to remedy the breach or change.

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.

5.4 Governors

The governing board 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 at least every 5 years.

6. Monitoring arrangements

This policy will be reviewed every 5 years by the Headteacher. At every review, it will be approved by the full governing board.

7. Links to other policies

This policy is linked to our:

- Behaviour, Rewards & Exclusion policy
- Equality policy
- Anti-bullying policy
- Complaints policy