

# School Uniform Policy

<b>Date Reviewed:</b>	January 2025
<b>Review Cycle:</b>	Every two years
<b>Reviewing committee:</b>	Full Governing Body
<b>Link Governor:</b>	
<b>Reviewers:</b>	
<b>Linked Policies:</b>	All school policies, ethos, practice & procedures.
<b>Policy is linked to:</b>	Behaviour policy Equality information and objectives statement Anti-bullying policy Complaints policy
<b>Ratification Date:</b>	
<b>Signed by Headteacher:</b>	L Powell
<b>Signed by Acting Chair of Governors:</b>	

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## 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 pupils 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 pupils
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Mr Grant (School Business Manager), who can answer questions about the policy and respond to any requests

## 3. Limiting the cost of school uniform

Our school is situated in an area of low deprivation with high socio-economic status, however a growing number of families are needing financial support in the school community.

Our school uniform is an important part of our identity, is a leveler to ensure consistency for all pupils wearing the same and taking pride in the sense of community and expectation of high standards it provides. 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 from a reputable provider
- 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 any items with distinctive characteristics where possible for example, by only asking that the blazer, worn over the jumper, features the school logo or the jumper worn over a shirt features the school logo

- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties, blazers, jumpers, PE shorts and sports tracksuit tops
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- 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
- Utilising school owned kit for sporting fixtures, removing the need for parents to buy additional sportswear
- 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 pupils 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

Details of our unbranded school uniform items which can be worn by all pupils:

- White formal long sleeve shirt or white formal short sleeve shirt
- Grey school trousers, grey school skirt, grey school pinafore or grey school shorts
- Black, grey, navy or white socks or tights
- Black formal school shoes (black trainers are not appropriate)
- PE – black, grey or navy trainers

Details of our branded items with the Hook Junior School logo, which can be worn by pupils:

- Outerwear such as a navy jumper, cardigan or blazer must be an item that bears the Hook Junior School logo
- A school tie featuring the colour of the house that the wearer is a member of
- PE - white polo top with branded logo in house colours

Details of uniform items where branding is optional:

- PE – navy branded shorts, or plain navy unbranded short, navy branded or plain navy unbranded skirt, navy branded tracksuit or plain unbranded tracksuit.
- Our other uniform expectations are for:
  - Swimming - pupils to wear unbranded swimsuits or swimming shorts but bikinis are not suitable.
  - Coats – pupils to wear unbranded coats suitable to weather conditions of their choice
  - School bags – pupils may have the option of a small branded school rucksack or a small unbranded rucksack of their choice
  - PE bag – pupils may have the option of a branded drawstring PE bag or unbranded version of their choice.
- Jewellery – simple, plain stud earrings only, a watch may be worn but this must not be connected to the internet. No other jewellery is permitted as this can compromise a pupil's health and safety. All jewellery must be removed and/or earrings taped over for PE
- Hair – medium to long length hair must be tied back with a simple, non-decorative hair band. Hair extensions and hair colouring is not permitted

### 4.2 Variations

From time to time it may be necessary to apply variations to the uniform expectations. Variations will be considered by the school in accordance with County / UKHSA advice during:

- During periods of exceptional cold weather or snow

- During periods of exceptional and prolonged heat
- Where other conditions apply that result in specific health advice from the UKHSA

### 4.3 Where to purchase

All branded items are supplied by Earth Uniform. These are ordered online [via the school website](#).

Unbranded items can be purchased from school uniform sections of any high street retailer or supermarket.

Pre-loved uniform is available for purchase via termly HSCA sales and occasionally at other HSCA events during the year.

## 5. Expectations for our school community

### 5.1 Pupils

Pupils 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)

Pupils are able to contact Miss Carne if they want to request an amendment to the uniform policy in relation to their protected characteristics.

### 5.2 Parents and carers

In accordance with parents' commitment to our home school partnership agreement, 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 may contact Mr Grant (School Business Manager) 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 may 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 pupils to make sure they are in correct uniform and PE uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the Phase Leader in the first instance or the headteacher if the situation does not improve.

Ongoing breaches of our uniform policy will be dealt with in accordance with our Behaviour Policy.

In cases where it is suspected that financial hardship has resulted in a pupil not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

### 5.4 Governors

The governing body 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 pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The governing body 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 and approved by the governing body biannually.

## **7. Links to other policies**

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy