



School Uniform Policy

The Board of Trustees, CEO and Strategic team are committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to demonstrate this commitment in every aspect of their work.

This policy was approved by the Local Advisory Board on:-	September 2023
The policy owner is:	Vaughan Stevenson/Leah Perry-Warnes
This policy will be reviewed by the Local Advisory Board in: (unless earlier review is recommended by the Trust)	July 2024
Policy Version:	V3
Signed by the Chair of the Local Advisory Board:-	Lisa Morgan
Ratified by the Board of Trustees	N/A Renewal
Signed by the Chair of Trustee Board	Mr John Smith N/A Renewal

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

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 Ina Coubrough, Assistant Principal, who can answer questions about the policy and respond to any requests

Limiting the cost of school uniform

We have taken into consideration the socio-economic status of our school community, and listened to stakeholders. We have limited the number of branded items required to ensure our uniform is affordable. We use two schoolwear providers to give families a choice when purchasing branded items. In addition, we have chosen generic, non-branded items that can be purchased from a wide range of suppliers to further increase affordability.

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 any items with distinctive characteristics where possible, for example, by only asking that the blazer, worn over the jumper, features the school logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- 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 leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- 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

Expectations for school uniform

Our school uniform

- **Maroon Blazer** branded with school badge. (Required for Year 7 to Year 9 pupils)
- **Maroon/sky-blue school tie with house colour stripe.** (Required for all pupils)

All other items on the list are unbranded items and can be purchased from any school wear retailer.

- **Black V-neck, woollen jumper or a black V-neck, woollen cardigan** (waist length) with (black) buttons may also be worn under the blazer. Only Year 10 & 11 students are permitted to wear their black jumper without a blazer.
- **White collared shirt**, long or short sleeved (no t-shirts, roll necks or polo shirts), tucked into trousers/skirt. No coloured t-shirts under white shirts.
- **Smart black trousers:** no jeans, leggings/jeggings, hipsters, cropped trousers, shorts, tight fitting or stretch material.
- **Smart black skirts:** knee length; no tight fitting, jersey or stretch material.
- **Black shoes/Leather look 'Converse' style.** No built-up trainers, boots, high heels, open toes, slip-ons, canvas shoes or plimsolls.
- **Black socks only.**
- **Smart tailored knee length shorts (Summer term after Easter uniform only)** – no cargo or sport shorts.

Outside coats must be left in cloakrooms or in lockers, and not worn in lessons. Hoodies are not permitted on site.

PE Uniform

- **Rugby shirt** (school colours) – Branded with HHS logo.
- **Sky-blue polo shirt or lightweight round neck t-shirt.** Branded with HHS logo or plain.
- **Black shorts**
- **HHS sports socks** or plain black sports socks
- **Trainers or football boots**
- **HHS branded black trousers (optional)**
- **HHS branded black rain jacket (optional)**
- **Swimming costume or swimming shorts** (appropriate style for school swimming)

Sensible Hairstyles

No extreme hairstyles – No shaven heads (fully or partially), tramlines or razor cuts. Natural hair colours only. Please note that the Principals reserves the right to make decisions about all hairstyles.

Make-up – Discreet, light make-up only, no coloured nail varnish or acrylic nails.

Jewellery – Only in moderation. One necklace, one pair of stud/sleeper earrings (in earlobes only), one discreet ring, one simple bracelet and a watch are permitted. All jewellery must be able to be removed for PE.

Facial Piercings – These will not be allowed and must be removed (including tongues, eyebrows, lips and nose). Students may wear a clear plastic retainer.

Where to purchase it

Branded items of school uniform can be purchased from our two schoolwear providers. Unbranded items can be purchased from any schoolwear retailer.

Birds of Dereham – Unit D, 13 Yaxham Road, Dereham, Norfolk, NR19 1HB
Tel: 01362 692941

Stevensons – 67 Ber Street, Norwich NR1 3AD
Tel: 01603 622355

The Hellesdon High School Parent Teacher Association (PTA) runs pre-loved uniform sales monthly – please see the school bulletin for dates of the next sale.

Expectations for our school community

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 also expected to contact Ina Coubrough, Assistant Principal, if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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 Ina Coubrough, Assistant Principal, 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.

Staff

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up through the pastoral system if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with through the school's behaviour procedures and may result in students being placed into the inclusion room until the situation can be resolved.

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.

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

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.

Monitoring arrangements

This policy will be reviewed yearly by Ina Coubrough, Assistant Principal. At every review, it will be approved by the Local Advisory Board.

Links to other policies

This policy is linked to our:

- Behaviour and Emotional Regulation policy
- Equality Policy
- Anti-bullying policy
- Complaints policy