



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: -	26 June 2025
The policy owner is:	Vaughan Stevenson
This policy will be reviewed by the Local Advisory Board in: (Unless earlier review is recommended by the Trust)	July 2026
Policy Version:	V5
Signed by the Chair of the Local Advisory Board: -	Mark Lenton
Ratified by the Board of Trustees	N/A Renewal
Signed by the Chair of Trustee Board	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
- Provide a range of cost-effective uniform options for all students as well as offering cheaper embroidery options so parents and carers can shop-around.
- 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 the Assistant Principal responsible for Behaviour and Attitudes or Personal Development, 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 school wear providers to give families a choice when purchasing branded items. In addition, we have also included some 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 replacing the branded blazer with a branded jumper as well as the removal of branded PE kit altogether.
- 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 embroidered 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, where possible, 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
- Providing parents and carers with cost-effective methods of complying with school uniform expectations, for example, allowing cheaper, non-branded items that can be purchased from non-specialist suppliers, to be embroidered through a supplier at a reduced cost

Expectations for school uniform

Our school uniform

- **School tie with year-group colour stripe (Compulsory for all pupils).**
- **Black V-neck jumper with school logo (Compulsory in the Autumn and Sprint Term. Optional in the Summer Term)** available from both Birds of Dereham and Stevensons Outfitters. Parents may choose to purchase unbranded jumpers from other suppliers, and provided they meet uniform expectations, pay to have them embroidered by Birds of Dereham. If unsure, parents and carers are encouraged to speak to school staff before purchasing alternative options.
- **Black pleated skirt with school logo (Compulsory all year, unless trousers or shorts are preferred, see below)** available from both Birds of Dereham and Stevensons Outfitters. Parents may choose to purchase skirts from other suppliers, and provided they meet uniform expectations, pay to have them embroidered by Birds of Dereham. If unsure, parents and carers are encouraged to speak to school staff before purchasing alternative options.
- **Hellesdon School Blazer (Optional for all students)**

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

- **White collared button up shirt (Compulsory all year):** long or short sleeved (no t-shirts, roll necks or polo shirts), tucked into trousers/skirt/ shorts. No coloured t-shirts under white shirts.
- **Smart black trousers (Compulsory all year, unless skirt or shorts are preferred):** no jeans, leggings/jeggings, jogging bottoms, hipsters, cropped trousers, tight fitting or stretch material.
- **Smart tailored knee length black shorts (Compulsory all year, unless skirt or trousers are preferred):** No cargo or sports shorts. No tight fitting or stretch material.
- **Smart black shoes/Leather look trainers:** No built-up trainers, boots, high heels, open toes, slip-ons, canvas shoes or plimsolls.
- **Black socks only.** No visible logos.

Hoodies are not permitted on site.

Hair, Make up, Jewellery and Nails

- **No unnatural hair colours.**

Please note that the principals reserve the right to make decisions about all hairstyles.

- **Make-up** – Natural look only.
- **Jewellery** – **Maximum of** one stud in each ear lobe and one stud in the nose. No hoops or additional facial piercings. One necklace, once bracelet and one ring. All must be removed for practical subjects.
- **Nails** – No nail extensions and no fake nails.

Our PE Uniform

- **Sky-blue polo shirt or lightweight sky-blue round neck t-shirt.**
- **Plain Black shorts or Plain Black Sports Bottoms.**
- **Sports Trainers**

The following items are optional;

- **Rugby Top.**
- **Plain Black Sports Jacket.**
- **Black Rugby/ Football socks.**
- **Black Rugby/ Football boots.**
- **Black socks only.** No visible logos.
- **Previously branded items** such as polo shirts, rugby shirts, socks are optional and may still be worn.

Where to purchase it:

Branded items of school uniform can be purchased from our two school wear providers. Unbranded items can be purchased from any school wear 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 expected to contact the Assistant Principal responsible for Behaviour and Attitudes or Personal Development, 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 the Assistant Principal responsible for Behaviour and Attitudes or Personal Development if they want to request an amendment to the uniform policy in relation to:

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

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 the correct uniform.

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 the Assistant Principal for Behaviour and Attitudes or Personal Development. 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

School Uniform Expectations (Updated Sept 2025):

Compulsory Item	Details	Image
School tie	Compulsory all year.	
White, collared, button up shirt (Long or short sleeved). <i>Must be tucked in at all times.</i>	Compulsory all year.	
Plain black V-neck jumper with school logo. <i>Only available at Birds of Dereham and Stevensons.</i> <i>Birds of Dereham offer a service whereby they will embroider the school logo onto an existing jumper, provided it meets uniform expectations. This service is not offered between mid-August and mid-September and costs £3.50.</i>	Compulsory in the Autumn and Spring Term. Optional in the Summer Term.	

Compulsory Item (Depending on preference)	Details	Image
<p>Smart, black, tailored shorts. knee length.</p> <p><i>No cargo or sports shorts.</i></p>	<p>Compulsory All Year -</p> <p>Parents and carers DO NOT need to purchase shorts, trousers and skirts unless their child wishes to wear all of these options throughout the school year.</p> <p>Some students may wish to wear one item throughout the academic year or rotate through two options e.g., Trousers for Autumn and Winter and a skirt for Spring and Summer.</p>	
<p>Smart, black trousers.</p> <p><i>No jeans, jogging bottoms, leggings or tight and/or stretchy materials.</i></p>		
<p>Black pleated skirt with school logo.</p> <p><i>Must be worn at full length, not rolled up.</i></p> <p><i>Only available at Birds of Dereham and Stevensons.</i></p>		
Compulsory Item	Details	Image
<p>Smart black shoes/ Leather-look trainers.</p>	<p>Compulsory all year.</p> <p><i>All black, no visible logo.</i></p>	

Plain black cotton socks.	Compulsory all year. <i>No visible logo.</i>	
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Optional Item	Details
Hellesdon School Blazer <i>Only available at Birds of Dereham and Stevensons - While Stocks Last.</i>	Optional All Year for 2025-2026 Academic Year only.

Other	Details
Jewellery	One stud in each ear lobe and one stud in the nose. No hoops or additional facial piercings. Once necklace, one bracelet, one ring. All must be removed for practical subjects.
Nails	No nail extensions. No fake nails.
Hair	No unnatural colours.
Make Up	Natural look only.
Belts	Plain black, no large buckles.
Other Banned Items	Indoor hats, scarves and hoodies (with no zip).

PE Kit - Compulsory	Details	Additional Information
Plain sky-blue polo OR plain sky-blue t-shirt		Compulsory all year round
Plain black shorts OR plain black sports bottoms	This includes plain black sports leggings	Plain black shorts OR plain black Sports bottoms
Sports trainers	For indoor lessons	Compulsory all year round

PE Kit - Optional	Details	Additional Information
Rugby top	Recommended for Rugby	Optional all year round
Plain black sports top	No Hoods	Optional all year round
Plain black sports jacket	No Hoods	Optional all year round
Black rugby / football socks	N/A	Optional during AT1 - SP2
Football boots	Recommended for outdoor lessons	Optional during AT1 - SP2
Previously purchased bespoke Hellesdon PE Kit items such as polo shirts, rugby shirts, socks are optional and may still be worn.		