

# 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 require all staff and volunteers to demonstrate this commitment in every aspect of their work.

<b>This policy was created and ratified by the E&amp;SI Committee in:</b>	<b>February 2026</b>
<b>The policy owner is:</b>	<b>Strategic Leads</b>
<b>This policy is:</b>	<b>School Policy (Trust produced - to be personalised for the specific School)</b>
<b>This policy is to be published on the:</b>	<b>Website (for external visibility)</b>
<b>This policy is based on:</b>	<b>Update of existing Policy</b>
<b>This policy will be reviewed by the Trust Board in: (unless earlier review is recommended by the Trust)</b>	<b>March 2027</b>
<b>Policy Version:</b>	<b>V2.0</b>
<b>Signed by the Chair of the LAB for Heather Avenue Infant School (for School Policies)</b>	<b>Sarah Smith</b>

Version Number	Effective Date	Author	Summary of Changes
V1.1		T Rolfe	From September 2026, the Department for Education (DfE) is introducing mandatory changes to school uniforms in England, requiring schools to limit compulsory branded items to three (or four for secondary/middle schools if a tie is included) to significantly cut costs for parents, alongside stronger guidance for schools to ensure affordability, provide second-hand options, and avoid requiring specific expensive suppliers.

## 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.
- Ensure 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 Stacey Coleman (Executive Head teacher) or Ruth Lilley (Head of School), 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:

- **Adhering to the Branded Item Cap:** In line with updated DfE guidance, we limit the number of compulsory branded items to a maximum of **3 items** (for primary settings) or **4 items** (for secondary settings, including the tie). This limit encompasses all uniform and PE kit requirements.
- Carefully considering whether any items with distinctive characteristics are necessary.
- 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 leveler.
- Avoiding different uniform requirements for different year/class/house 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.
- Ensure 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

- Grey trousers/shorts or grey skirt/culottes of a reasonable and appropriate length
- White shirt or white polo shirt
- School green sweatshirt or cardigan with the school logo on
- Green and white school dresses can be worn in Summer
- Formal, flat, sensible, safe black school shoes

### Our PE Kit:

- Plain black sports shorts and black tracksuit bottoms/leggings
- School T-shirt or PLAIN white T-shirt
- Soft, black plimsolls or trainers
  
- **Required Branded Items:**  
N/A
  
- **Optional Branded Items:**  
School Jumper  
School Logo Badge - available to purchase from the school office

- **Generic Items:**

Grey trousers/shorts or grey skirt/culottes  
White shirt or white polo shirt  
School green sweatshirt or cardigan  
Green and white school dresses can be worn in Summer  
Formal, flat, sensible, safe black school shoes

- **PE and Swimming Kit:**

PE kit for school consists of plain black sports shorts and black tracksuit bottoms/leggings and school T-shirt or PLAIN white T-shirt. Children will also need soft, black plimsolls or trainers.

- **Jewellery and Hairstyles:**

On P.E days all ear studs must be removed at home, this is in line with County policy and is for health and safety reasons. If ear studs cannot be removed e.g. after initial piercing, they must be taped over at home. If a child comes to school with ear studs on P.E days they will be asked to remove them or if unable to, given tape to cover these themselves, unfortunately school staff are unable to assist with this. It must be noted that school cannot be held liable for any loss/damage to the ear studs or to any cross infection which may occur.

Long hair (below shoulder length) should be tied back tidily with a sensible, soft fastening in school colours only. This is for Health and Safety reasons particularly during practical lessons.

- **Shoes, Bags, and Coats:**

Children will wear formal, flat, sensible, safe black shoes at all times of the year. Children will not wear trainers to school except for PE and in exceptional circumstances to be agreed with the Headteacher

- **Seasonal/Specific Items:**

During the Autumn term children should have a coat appropriate for the weather conditions and a hi Viz vest provided by the school  
During the Summer term children should have a legionnaire style sun hat and coat appropriate for the weather conditions

## 4.2 Where to Purchase It

- **Retailers:** Parents and carers can obtain the uniform from Mapac <https://www.mapac.com/education/parents/uniform/heatheravenueinfantschoolnr66lt> and generic items from 'high-street' retailers.
- **Second-hand Uniform:**  
We ensure that second-hand school uniforms are available for parents to acquire. Information on how to access these items (e.g., via termly sales, online swap shops, or local authority exchange schemes) is clearly published on our school website and communicated to parents.

## 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 also expected to contact Stacey Coleman (Executive Head teacher) or Ruth Lilley (Head of School) 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 Stacey Coleman (Executive Head teacher) or Ruth Lilley (Head of School) 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 and 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 the correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by Stacey Coleman (Executive Head teacher) or Ruth Lilley (Head of School) in line with our school's Behaviour and Self Regulation 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 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.

## 6. Monitoring Arrangements

This policy will be reviewed annually by the Strategic Leads. At every review, it will be approved by the Education and School Improvement committee.

## 7. Links to Other Policies

This policy is linked to our:

- Behaviour and Self Regulation policy
- Equality information and objectives statement
- Complaints policy

FOR CHILDREN, FAMILIES AND COMMUNITIES