



# Hillside Junior School Uniform Policy

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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 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 any items with distinctive characteristics where possible
- 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
- 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**

The wearing of school uniform is an important part of our ethos. It encourages the children to feel proud of their school and develops a strong sense of belonging. We expect all children to wear full school uniform every day.

We monitor school uniform very closely. If your child is not wearing the correct uniform, parents will be contacted via email. If your child continues to wear the incorrect uniform, an appointment will be arranged for you to meet with the headteacher to discuss the issue. Please do not hesitate to contact the school if you have any difficulties regarding school uniform.

### **School Uniform Code**

- White Shirt (not polo shirts)
- School tie (red/grey)
- Red sweatshirt or cardigan with logo
- Grey or black trousers, trouser shorts, pinafore or skirt
- Black leather type shoes (**NOT** trainers)
- In summer a red gingham dress may be worn

### **PE KIT**

- Red sports shorts (not Bermuda or cycling shorts)
- White t-shirt with school logo
- A plain black tracksuit (no logos) can be worn for PE when the weather is cold)
- Trainers
- P.E. Kits should be in a clearly named bag

Leggings are not permitted unless under PE shorts for religious purposes. A plain black crew neck tracksuit (no logos or hoodies) can be worn if the weather is cold. **PE kits should be worn to school on PE days.**

### **Hair**

Hair must be natural colour (e.g. not dyed or extreme styling) and tied back at all times once it reaches shoulder length. Nail varnish must also be removed.

### **Religious Headwear**

Pupils who wish to wear religious headgear are welcome to do so provided that the fabric is plain and in school colours of red, grey or black.

### **Jewellery**

Jewellery should not be worn to school, with the exception of small plain gold/silver studs for pierced ears. These must be removed by the child for all P.E /Games lessons, unless newly pierced, when they must be completely taped over by the pupil themselves (tape must be provided by parents and included in your child's PE kit). Rings can be dangerous and must not be worn. (It may be worthwhile waiting until the summer holidays before having your child's ears pierced, so that the healing process will be complete before they return to school).

### **Valuables**

Pupils are **not** permitted to bring valuables to school.

### **Mobile Phones**

Year 6 may bring mobile phones to school if they walk home unaccompanied, however written consent must be given from their parents. The phone must be switched off and handed in to the office at the start of school and collected at 3.20pm. The school cannot take responsibility for any phones not handed in to the office.

**It is important that ALL clothing is clearly named to enable any lost property to be returned. Any unclaimed unnamed lost property is disposed of at the end of each term.**

## **4.2 Where to purchase it**

School uniform can be purchased from either:

Pullens, 50 High Street, Northwood, HA6 1BL, 01923 840 050

[www.uniform4kids.com](http://www.uniform4kids.com)

or online at [Different Class](#)

- Second hand uniform sales will also take place

## **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)

### **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 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 with the headteacher if the situation doesn't improve.

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 on an annual basis 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 policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy