

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 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/Deputy Headteacher who can answer questions about the policy and respond to any requests

3. Limiting the cost of school uniform

We take into account

- › The socio-economic status of our school community
- › Pupil demographics
- › Uniform of neighbouring schools or schools in our area
- › The lost property is easy accessible to recover lost items

› Views of our school community

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 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

- School jumper, cardigan or fleece with our logo or a plain red jumper, cardigan or fleece can be worn
- White polo shirts or white cotton blouse / white shirt
- Black or dark grey trousers
- Black, or dark grey tailored shorts
- Black or dark grey skirts or black leggings or black plain tracksuit bottoms (must not have sporting logos or stripe / pattern on)
- Red gingham summer dresses may be worn in warmer weather
- **School shoes:** Black plain flat shoes (or plain trainer-type shoe), and no non-black sport trainers with distinctive logos

- **PE Kit** - Black shorts or short leggings and a white or red plain t shirt. During the colder months, children may wear plain black tracksuit bottoms or leggings. These must have NO logo or pictures/ pattern on the tracksuit bottoms, shorts or t-shirt. Any trainers can be worn on PE days, preferably with Velcro. Children will be required to wear a plain tracksuit top / hoodie.
- No jewellery - except in the case of religious items (taking into account the requirement described above to avoid discrimination in line with the Equality Act 2010). Earrings must be removed for PE or, if newly pierced, should be covered with microFOAM. Watches have to be analogue or digital and no smart watches will be allowed.
- No nail varnish, false nails or temporary tattoos.

Hairstyles

- The school reserves the right to make a judgement on where pupils' hairstyles or hair colours are inappropriate for the school environment; however, will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints Procedures Policy.
- Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE.

- **Makeup:** Children are not permitted to wear make-up in school.

4.2 Where to purchase it

- Parents and carers can obtain the school jumper and cardigan from SKOOLKIT in Basingstoke Town or can be bought more widely, e.g. from 'high-street' retailers or supermarkets

Information about second-hand uniform

- Parents can log onto our website and follow the link to the Uniform section to request free uniform to be sent to directly to them.

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)

Parents are also expected to contact the Headteacher 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 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
- Individual specific circumstances

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.

Ongoing breaches of our uniform policy will be dealt on an individual basis by liaising with parents.

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 and can be bought from outlet..

6. Monitoring arrangements

This policy will be reviewed every three years by the Headteacher. At every review, it will be approved by the Governors of HWIS

7. Links to other policies

This policy is linked to our:

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