



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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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 a way that is appropriate for school and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with the Family Liaison Officer who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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 and asking that the only items that need to carry the school logo are jumper or cardigan.
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- Avoiding different uniform requirements for different year groups
- Avoiding different uniform requirements for extra-curricular activities
- Providing school sports kit for festival and matches that can be returned to school after use.
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers 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

Main Uniform

- Grey skirt or pinafore dress. Skirt should be knee-length
- Grey trousers or shorts
- White or pale blue polo-shirt or shirt
- Navy blue jumper or cardigan with school logo (this is the only part of uniform requiring a logo)
- White knee-length or ankle socks for girls, grey tights in winter
- Grey or black socks for boys
- Black shoes or black boots in winter
- Navy blue checked summer dress

PE

- White plain t-shirt
- Blue shorts or skort (no branding)
- Plain navy blue sweatshirt and tracksuit bottoms/leggings (no zips, hoodies or branding)
- Trainers

Hair, Jewellery and accessories

- No jewellery allowed except for a watch and only small, plain studs if children have pierced ears. These need to be covered with tape during PE.
- Watches – to be analogue or digital. No smart watches. Fitbits are allowed.
- Hair accessories are to be kept to a discreet minimum and in navy blue - neither large bows nor headbands with decorative pieces are allowed.
- Dyed hair or shaved tramlines are not allowed.
- Nail varnish should not be worn in school.

Other items

- Children need a coat for school, school bag, wellies for Foundation and in the summer need a sun hat – all to be provided from home and named.

4.2 Where to purchase it

We expect all our children to wear a school jumper or cardigan carrying our new logo and these must be purchased via School. Existing parents can use their Parentpay account to order uniform at any time during the term. All other items can be purchased from any High Street store or supermarket. We also offer optional High Ash book-bags, PE bags and baseball caps which can be ordered via Parentpay. New starters will be given an order form by the School Office so they can order uniform ahead of their start date.

We also have lots of pre-loved uniform available via HASA, our school PTA. Please email HASA with your requirements and they can check availability for you highashschoolassociation@gmail.com

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 their class teacher 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/carers are also expected to contact the Family Liaison Officer 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/carers 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/carers 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/carers 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 every three years unless there is a need to consider earlier. At every review, it will be approved by Full Governing Board.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement