



School Uniform Policy

Heathlands School



Policy Review

This policy will be reviewed in full by the Governing Board.

The policy was agreed by the Full Governing Board meeting on 1.7.24.

Next Review due July 2026

Co-Headteachers Signature:		Date: 1.7.24
Governor Signature:		Date: 1.7.24

We have updated this policy in line with the DfE's new statutory uniforms guidance. Schools are expected to be compliant with the majority of this guidance by September 2022; however, there are exceptions, including where the school is tied into a contract with a supplier and where a competitive tender must be run to set up a new uniform contract. All schools should be compliant by September 2023.

Heathlands believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, is affordable and the best value for money for the school and pupils' families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate tone for education.

1. Legal framework

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018

This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'

The governing board is responsible for:

- Establishing, in consultation with the Co-Headteachers and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible, inclusive, and does not disadvantage any pupil by virtue of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's ['Cost of school uniforms'](#) guidance.

The Co-Headteachers are responsible for:

- Enforcing the school's uniform on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.

- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing board.
- Providing pupils with an exemption letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting top.

Staff members are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the Co-Headteachers if their child requires a more relaxed uniform policy for a period of time, including why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless an exemption has been granted.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

2. Cost principles

The school is committed to ensuring that its school uniform is affordable and accessible to all pupils, and does not place an unreasonable financial burden on parents.

In accordance with the 'School Admissions Code', the Co-Headteachers will ensure that the school's uniform policy does not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform due to costs.
- Looked After Children (LAC) and Previously Looked After Children (PLAC).

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to

purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school keeps variations in school uniform for different groups of pupils, e.g. year group-specific items or house colours, to a minimum where possible to ensure that pupils can get the most wear out of their uniform possible and that parents can pass some items down to younger siblings.

The school keeps branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, including by virtue of logos, colours, design and fabrics. Where the school decides to require an item of branded clothing, they will ensure prices are kept as low as possible,

The school is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school works with suppliers to obtain the best value for money possible. Any savings negotiated are passed to parents where possible and does not enter into exclusive single supplier contracts or cash-back arrangements. More information on supplier processes can be found in the 'School uniform supplier' section of this policy.

The school will not amend uniform requirements regularly and will take the views of parents and pupils into account when considering any changes to school uniforms.

3. Equality principles

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously and aims to ensure that the uniform policy is inclusive so that all pupils are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are.

The school will work to ensure that school uniform's cost does not disproportionately affect any pupils by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out in section 3.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that views and advice is sought specifically from pupils, and parents of pupils, who:

- Are transgender, including non-binary pupils.
- Have SEND and/or sensory needs.
- Are of a religious or cultural background that has dress requirements.

The school implements a gender-neutral uniform, meaning that pupils are not required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records. Transgender pupils are supported to access the uniform that best reflects their gender expression in line with the LGBTQ+ Policy.

The school ensures that pupils who are required to follow certain dress requirements, e.g. by virtue of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The school endeavours to meet all requests for amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual pupils are weighed against any health and safety concerns for the entire school community.

Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the Co-Headteachers and governing board, and always in accordance with the school's Complaints Procedures Policy.

The school ensures that the needs of pupils with SEND and/or sensory difficulties are considered in the uniform policy, e.g. ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams; however, where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

4. Complaints and challenges

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

To make a complaint, parents should refer to the Complaints Procedures Policy and follow the guidance.

When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome.

Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

5. School uniform supplier

Parents pay using Arbor and the uniform is sent home with the child.

Our current school uniform suppliers are:

Blazers - School Colours

5 Monkswell Park
Manse Lane
Knaresborough
North Yorkshire
HG5 8NQ

01423 866906 enquiries@schoolcoloursdirect.co.uk

Fleeces/Jumpers/Ties – Stevensons

Stevensons
131-135 Victoria Street
St Albans
Hertfordshire
AL1 3XS
United Kingdom stacustomerservices@stevensons.co.uk -01727 853262

The Governing Board should ensure suppliers continue to provide good value for money. This Uniform supplier shall be reviewed every 5 years – reviewing does not necessarily have to result in any changes being made. Parents can purchase generic items of uniforms from a range of high street retailers giving them choice and value for money.

6. Uniform assistance

The school supports vulnerable families in meeting the costs of uniforms. School uniform assistance is provided for pupils eligible for FSM. Please email the school office.

Second Hand uniform (branded) – is available for parents to buy online.

Parents are invited to donate their child's uniform when they no longer need it.

7. Non-compliance

Staff members are permitted to discipline pupils for breaching this policy, in accordance with the school's Behaviour Policy. Parents will be notified in all cases.

8. School uniform

Clothing

The school uniform is at the end of this policy.

9. Labelling

All pupils' clothing and footwear should be clearly labelled with their name.

Any lost clothing is to be taken to the lost property box in the EIO office. All named items will be returned to their owners. All unclaimed lost property at the end of term is donated to the second hand uniform stock.

Lower School Please ensure all items are clearly named.		Available to purchase at school office
Trousers or Shorts Grey plain design school trousers, not jeans, not skinny type, not leggings, not jogging bottoms. Summer – Students may wear plain grey short.	Skirts Grey Plain design. Summer – Students may wear blue/ white checked dresses	
Shirt Plain white school shirt or polo shirt with collar. If T-shirts are worn under shirts they should be white and plain design.		
Sweatshirt Royal blue with school logo. Plain royal blue cardigans or jumpers may be worn. No hoodies.		£11.50
Shoes Plain black flat school shoes. No plimsolls, no trainers including black trainers.		
Socks/Tights Plain grey, white or black socks. Grey or black tights.		
Outdoor Coats Appropriate waterproof coats. Wellington boots for outdoor play in adverse weather.		
PE Kit White t-shirt Navy/black shorts Well-fitting trainers Swimwear – black one-piece swimsuit or trunks.		
Fleece (optional, for outdoor wear only) Royal blue fleece top with school logo.		£21.00
Hair	Hair bands and hair accessories should be black or royal blue.	
Jewellery	No rings, bracelets, necklace. Earrings should be plain studs.	
Nails	No nail varnish.	

Upper School Please ensure all items are clearly named.		Available to purchase at school office
Trousers Black plain design (not jeans, not leggings). Should be suitable waist fitting not displaying underwear. No shorts.	Skirts Black plain design, no tight fitting, no short skirts. Must be of an appropriate length. No more than 10cm above the knee. No shorts.	
Shirt Plain white school shirt (short or long sleeves weather dependant.) Shirts should be loose and comfortable, not tightly fitted. No underwear to be visible through the shirt. If T-shirts are worn under shirts they should be white and plain design.		
Tie Royal Blue and Gold striped available from school.		£8.80 52"
School jumper Plain grey V neck. No hoodies or sweatshirts at any time		
Blazers Royal blue with school logo Blazers should be worn at all times. With staff permission blazers can be removed.		£44 28"-36" £53 38"+
Shoes Plain black with no heels over one inch No plimsolls, no boots and no trainers including black trainers.		
Socks/Tights Plain grey, white or black socks. Grey or Black tights.		
Head coverings Head coverings for religious reasons e.g. hijab or turban must be plain black or royal blue colour.		
Outdoor coats Appropriate waterproof coats.		
PE Kit Heathlands Blue fleece. Only worn for PE. Plain white round neck T-Shirt (no logos) or black sports PE top (price below). Plain Black Shorts. No logos. White Sports Socks. Indoor Trainers and Outdoor AstroTurf trainers. Black Jogging Trousers (Optional). Black leggings only permitted for gymnastics. Long sleeved white T-Shirt. No logos. (Optional in the winter to be worn under plain white round neck T-Shirt)		
Black Sport PE Top (optional)		£10.35
Fleece (optional, for outdoor wear only) Royal Blue Fleece Top with School Logo		£24.50
Nails	No nail varnish. No acrylic nails.	
Make up	No make-up should be worn.	
Hair	No brightly coloured extensions, weaves or dyes. No extreme hairstyles with shaven or carved patterns. No eyebrow shaved patterns. What constitutes "extreme" is at the discretion of senior staff. Hair bands and hair accessories should be small and plain black or royal blue.	
Jewellery	No rings, bracelets, necklaces. A single set of plain stud earrings is permitted, but must be removed or covered for PE.	

Sixth Form Dress Code

The intention of the Sixth Form dress code is to maintain the smart appearance, but allows a degree of flexibility, in acknowledgement of the role of the Sixth Former and their progression towards higher education or the world of employment.

For Sixth Form

An unbroken line of clothing from shoulder to mid-thigh.

Dress, skirts and shorts length shouldn't be shorter than your own fingertips held by your sides.

Midriffs and backs are to be covered at all times.

Necklines and Clothing that completely covers all underwear.

Appropriate footwear must be worn for health and safety reasons.

Not for Sixth Form

Bandanas and other headgear except when worn for religious reasons.

See through or ripped clothes.

Graphics and images that promote the use of alcohol/drugs, searing, gangs or attacks on the identity of others.

Underwear showing.

Flip flops / sliders / bare feet.

Facial piercings (apart from nose).

Obvious tattoos.

