



Uniform Policy

| Reviewed by: | Date: | Next Review Date |
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| Kirsty Outtram | March 2025 | March 2026 |
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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 Kirsty Outtram, 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) 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
- › 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 or class
- › 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

Following consultation with parents and Governors we are moving to an active uniform. This will come into force in September 2024 and was rolled out gradually. This is to allow those who already have uniform to grow out of it and keep costs down for parents.

Our school uniform consists of the following required items:

- plain black joggers/leggings or sports shorts in the summer months
- a yellow polo shirt
- a navy Heronshaw or navy school jumper or cardigan
- a navy Heronshaw Hoody or Fleece
- black trainers.

On PE days long hair must be tied back. Small, stud earrings can be worn (no hoops or dangly earrings) but no earrings or jewellery is permitted for PE lessons. Earrings must be taken out before the PE lesson by the child or at the start of the day by the parent or carer. Following the latest guidance, we are unable to tape earrings as this has a higher risk of injury.

4.2 Where to purchase it

Our school uniform is available from www.kedaphschoolwear.co.uk and they have a shop at **Unit A Lennox Road, Bletchley, MK2 2HH**. Telephone **01908 417142**. School clothing without a logo can be purchased from most supermarkets. If you are having any trouble with uniform, please call the school office and let us know.

Second hand or nearly new uniform is available directly from the school. If you are entitled to pupil premium, please come to the school office where we will be happy to support you in sourcing some nearly new uniform for your child.

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 or parents and carers, are also expected to contact Kirsty Outtram (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 that every item is:

- › Clean
- › Clearly labelled with the child's name
- › In good condition

Parents are also expected to contact Kirsty Outtram (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 offer any pupils and families breaching the uniform policy support to find suitable uniform meeting the requirements of our uniform policy, but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Headteacher.

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 yearly by the Headteacher. At every review, it will be approved by the Herons 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