



HERITAGE HOUSE SCHOOL

SCHOOL UNIFORM POLICY

Approved by: [FGB]

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Last reviewed on: []

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This policy is adapted from the model policy from The Key for School Leaders

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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 learners 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 learners
- Allow all learners to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all learners to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow learners to request changes to swimwear for religious reasons
- Allow learners to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking parents/carers to contact Kathryn Kitson, School Business Manager 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](https://www.gov.uk/government/publications/cost-of-school-uniforms/cost-of-school-uniforms) from the Department for Education on the cost of school uniform
<https://www.gov.uk/government/publications/cost-of-school-uniforms/cost-of-school-uniforms>

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: for example, by only asking that the learners wear sweatshirts or cardigans that features the school logo *unbranded polo shirts may be worn under a branded jumper or cardigan
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler
- Avoid frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consult with parents and learners 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

Add details of your school uniform to this section, including:

- As of January 2023 we would ask that all learners, with the exception of 6th Form (Year 12-14) wear a branded sweatshirt or cardigan with the school logo.
- All other clothing can be learners own choice
- Swimming kit is required for all hydrotherapy sessions
- Jewelry should not be worn for Health & Safety Reasons

4.2 Where to purchase our Uniform

- Different Class Schoolwear - <https://www.differentclassschoolwear.co.uk/> telephone number 01628-531821
- Second-hand uniform; If parents would like to donate any uniform that their child outgrows the school will arrange for this to be made available as second hand uniform to other parents at a significant saving. All income generated from second hand uniform will support the School Fund
- If we receive requests for other items (such as fleeces, jackets) we can request this to be put into production.

5. Expectations for our school community

5.1 Learners

Learners are requested to wear a sweatshirt or cardigan with school logo 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

5.2 Parents and carers

Parents and carers are expected to make sure their child has the correct uniform and clothing which is:

- Clean
- Clearly labelled with the child's name
- In good condition
- Comfortable and appropriate for the learning environment

Parents are asked to contact Kathryn Kitson, School Business Manager 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 monitor learners to make sure they are in correct uniform (from January 2023).

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 learners
- Offers a uniform that is appropriate, practical and safe for all learners

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 by the School Business Manager. 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
- Complaints policy

Uniform available (July 2022)



Polo Shirt from £7.50



Cardigan from £13.75



Sweatshirt from £12.25