



School Uniform Policy

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An academy within:



“Learning together, to be the best we can be”



1. Aims

1.1. This Policy aims to:

- Set out our approach to ensuring any uniforms are of reasonable cost and offer 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. Legal Duties under the Equality Act 2010

2.1. 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.

2.2. To avoid discrimination, our school will:

- Make sure that any uniform costs are 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 clothing 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 Headteacher, 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

3.1. Our school has a duty to make sure that any uniform we require is affordable, in line with statutory guidance from the Department for Education (DfE) on the cost of school uniform.

3.2. 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.

3.3. We will make sure any uniform:

- Is available at a reasonable cost
- Provides value for money for parents/carers

3.4. 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 and/or long-lasting items, such as ties.
- Considering where appropriate alternatives to school-branded items where this does not 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 any uniform can act as a social leveller.
- 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

Our School's Uniform

4.1. Heatherwood's School uniform requirements are as follows:

- No branded items are compulsory.
- Purple or grey cardigans or jumpers are worn. These can be branded or unbranded.
- White, grey or purple polo tops or t-shirts are worn. These can be branded or unbranded.
- Grey, navy or black trousers or skirts are worn by pupils. Tracksuit bottoms or leggings are also allowed due to mobility.
- Plain or check print dresses are also permitted.
- Denim is not allowed.
- Embroidered Heatherwood badges are available to be sewn onto shop bought clothes, however these are not compulsory.
- For pupils for whom uniform is not appropriate due to sensory processing or physical needs, any clothing which is comfortable is permitted as long as this



is appropriate for a school setting. Pupils must have shorts no shorter than mid-thigh, low cut tops are not permitted, and skirts must be worn with tights or shorts underneath for those pupils with mobility needs. Garish patterns and colours are also restricted.

- High heels and open toed shoes are not permitted.
- There are no uniform requirements in Post 16, other than the above guidance for shoes and appropriate dress.
- Pupils are asked for either a swimming costume or trunks for swimming, along with a swim pad. If pupils do not have access to this, it can be borrowed from school with parental permission.
- PE kits are not compulsory. If pupils wish to bring shorts and a t-shirt for PE, this is permitted but not essential.
- Pupils are asked not to wear jewelry unless this is for religious purposes. Stud earrings are permitted.
- There is no restriction on hairstyles permitted by pupils.
- Pupils are required to bring a coat, jumper or cosy toes in cold weather. There is no restrictions on colour or design as long as this is appropriate for school.

Where to purchase our Uniform

4.2. Heatherwood School uniform can be purchased as follows:

- Heatherwood branded school uniform is available through the link: [Heatherwood School - Media & MGMT Print \(mgmt-print.co.uk\)](http://mgmt-print.co.uk)
- Non-branded uniform can be bought at most supermarkets and high street clothing shops.
- Items of donated 'preloved' uniform are also available in our Family Room for a small donation, if possible and are also available at our school fairs and events.

Pupils

4.3. Pupils are expected to comply with this policy at all times 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)

On specified days non uniform days, families will receive prior notification

Parents and Carers

4.4. 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 reasonable condition
- 4.5. Parents/carers 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
- 4.6. Parents/carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner. The school will work closely with parents/carers to arrive at a mutually acceptable outcome. If families remain unsatisfied with an outcome, then they should follow the Trust's complaints policy in seeking a resolution.

Staff

- 4.7. Staff will give any pupils and families breaching this policy the opportunity to comply and will follow up with the Headteacher if there are ongoing breaches.
- 4.8. 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.