



Heath Hayes Academy



School Uniform Policy

May 2024

Audience: All stakeholders of Heath Hayes Academy	
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Statement of intent

Heath Hayes Academy believes that a consistent school uniform policy is vital for:

- Promoting the ethos of a school.
- Providing a sense of belonging and identity.
- Setting an appropriate tone for education.

For the purposes of this policy, “**uniform**” includes the following elements of pupils’ appearance:

- Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. forest school.
- Hairstyles and headwear.
- Jewellery and other accessories.
- Cosmetics such as makeup and nail polish.

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 provides the best value for money for both 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 a way that sets an appropriate tone for education.

In writing and updating this policy, we have sought to:

- Engage with parents and pupils.
- Consider how this policy might affect groups represented in the school, especially those who share protected characteristics as defined by the Equality Act 2010.
- Consider how comfortable the uniform will be for pupils.
- Take a sensible approach to allow for exceptions to be made, e.g. during adverse weather.
- Ensure that the uniform is suitable and safe for pupils who walk or cycle to school.
- Choose a PE kit which is practical, comfortable, appropriate to the activity involved and affordable.
- Ensure the policy is easy to access and understand.

Legal framework

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

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2024) 'School uniforms: guidance for schools'
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy
- Pupil Equality, Equity, Diversity and Inclusion Policy
- LGBTQ+ Policy
- Tendering and Procurement Policy

Roles and responsibilities

The governing board is responsible for:

- Establishing, in consultation with the headteacher 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 because 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 in this policy how best value for money has been achieved.
- Ensuring compliance with the DfE's '[Cost of school uniforms](#)' guidance.
- Processing and approving all eligible School Uniform Assistance Application Forms.

The headteacher is responsible for:

- Enforcing the school's uniform rules 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 authorisation as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting shirt.

Staff are responsible for:

- Enforcing the school's uniform rules on a day-to-day basis.
- Ensuring that pupils dress in accordance with this policy at all times.
- Where appropriate to their role, act on breach of this policy.
- 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 headteacher if their child requires an exemption to the uniform rules for a period of time, with a reason why.
- Ensuring that their child's uniform is clean, presentable and the suitably sized.

Pupils are responsible for:

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

Cost principles

The school will develop its uniform policy in relation to the following starting principles:

- The school will seek to ensure that the uniform is affordable and available. In so doing, the school will consider the total cost of school uniforms, taking into account all items of uniform or clothing parents will need to provide while their child is at the school.
- The school will seek to ensure that uniform supplier arrangements give the highest priority to cost and value for money, including the quality and durability of the garment.
- The school will seek to ensure that preloved uniforms are available for parents to acquire. Information on preloved uniforms will be published on the school's website.

Principles in practice

In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform requirements do 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.
- LAC and PLAC.

The school allow uniform items to be either plain or branded for all members of the school community. The school defines a branded as embroidered with the school logo.

The school will meet the DfE's requirements and recommendations on costs and value for money. Care will be taken to ensure that school uniform is affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

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

Equality principles

The school takes its legal obligation to avoid unlawfully discriminating against any pupil very seriously.

In line with the above, the school will aim to ensure that its uniform policy is as inclusive as possible so that all pupils can access a school uniform which is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

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

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

Parents' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the headteacher.

Information on how the school ensures its uniform policy does not discriminate against pupils with specific protected characteristics is outlined below.

School uniform suppliers

The school's current embroidered school uniform supplier is:

- A & J Designs (Staffs) Ltd
- Unit 1, Apex Business Park, Walsall Road, Norton Canes, Staffordshire, WS11 9PU.
- 01543 360055

- Website: <https://a4jdesigns.co.uk>

The school uniform supplier will accept school uniform assistance vouchers and also offers payment plans when purchasing uniform in advance.

School recognises that parents and carers that cost is a big deciding factor in buying uniform. There is no requirement for uniform to be embroidered with school's logo and purchased through the above supplier. Plain purple uniform can also be purchased online from Asda (George), F&F (Tesco), TU clothing (Sainsburys), Marks & Spencer and Matalan.

Finding and consulting suppliers

If the school is considering changing its suppliers and seeks a list of available suppliers, it will consider the following options:

- Researching local suppliers
- Consulting with other schools and networks
- Having informal discussions with potential suppliers to help determine the school's own needs

If the school prepares to request bids from potential suppliers, it will consider the following elements:

- What products parents will need
- Existing contractual commitments
- Length of tender process
- The school's evaluation process

Uniform assistance

The school will support disadvantaged families in meeting the costs of uniforms. School uniform assistance can be provided through contacting Mrs Evans (Inclusion & DSL).

The school have access to preloved uniform and school's PTFA have regular sales throughout the year. Any requests for preloved uniform can be made at anytime by contacting the school office.

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

Non-compliance

Staff will be permitted to follow up breaches in this policy. In respect of appropriate school shoes being worn, black school pumps will be loaned for the day by the school office. These must be returned to the school office at the end of the school day.

Parents will be notified of pupils' breaches of school uniform in all cases and necessary action must be taken by parents to rectify the issue in line with the school policy.

School uniform

Clothing

The school uniform is as follows:

Item	Optional or required	Branding	How to acquire	Cost per item from school supplier
Regular school uniform				
Purple sweatshirt or purple cardigan	Required	School logo or plain	Embroidered or plain sweatshirt and cardigan available from school supplier, various high street suppliers listed above or pre-loved from school office.	£12.95 Sweatshirt/£13.95 Cardigan Embroidered FOC - £7.00 Plain
Purple polo shirt	Required	School logo or plain	Embroidered or plain polo shirt from school supplier, various high street suppliers listed above or pre-loved from school office.	£6.50 Embroidered FOC - £5.00 Plain
Grey/black trousers, knee-length grey skirt or pinafore dress	Required	No branding	Various high street suppliers listed above or pre-loved from school office.	N/A
Sensible, plain black shoes	Required	No branding	Available from regular retailers	N/A
PE kit				
Purple crew neck	Required	School logo or plain	Embroidered or plain crew neck from school supplier, various high street suppliers listed above or pre-loved from school office.	£6.95 Embroidered FOC - £5.00 Plain
Plain black shorts or plain black	Required	No branding	Available from school suppliers, various high street suppliers.	N/A

jogging bottoms (in cold weather)				
Plain trainers	Required	No branding	Available from regular retailers	N/A
Purple PE hoodie	Optional	School logo or plain	Embroidered or plain PE hoodie from school supplier and various high street suppliers.	£16.50 Embroidered £12.00 - £18.00 Plain
Forest School				
Plain black jogging bottoms/leggings	Required	No branding	Available from school suppliers, various high street suppliers.	N/A
Purple crew neck	Required	School logo or plain	Embroidered or plain crew neck from school supplier, various high street suppliers listed above or pre-loved from school office.	£6.95 Embroidered FOC - £5.00 Plain
Wellies/outdoor trainers	Required	No branding	Available from school suppliers, various high street suppliers.	N/A
Waterproofs/waterproof coat/trousers (Weather dependant)	Optional	No branding	Available from school suppliers, various high street suppliers.	N/A
Accessories				
School book bag	Optional	School logo	Available from school supplier	£7.50

Pupils who are wearing skirts will also be required to wear black or grey tights or in warmer weather, grey, black or white socks. Jeans and leggings are not permitted.

The school will not consider high heels suitable school shoes.

Trainers which are all black, are considered suitable school footwear.

Parents are responsible for ensuring their child's PE kit is in school throughout the school week.

Jewellery

The school rules on jewellery are as follows:

- One pair of stud earrings may be worn – no other piercings are permitted.
- A wristwatch may be worn. Smart watches are not allowed. Smart watches are defined as a mobile device in the form of a watch that receives text messages, phone calls and has app data capability.
- No other jewellery must be worn.

Pupils will be advised that jewellery is their personal responsibility and not that of the school. Lost or damaged items will not be refunded or replaced. All jewellery must be removed prior to PE lessons. If children are unable to remove jewellery independently, this should be removed at home prior to the start of the day.

Bags

Pupils should use a book bag or small rucksack. They must be able to fit inside a locker measuring 1780mm high x 305mm wide x 305mm depth.

The school discourages pupils from bringing valuables or personal items. The school will not be liable for lost or damaged items.

Hairstyles and headwear

The school reserves the right to make a judgement on whether a pupil's hairstyle, hair colour or headwear is inappropriate for the school environment; however, the school will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be taken into account where any judgements on appropriateness are to be made.

Long hair must be tied up during practical lessons, e.g. during PE.

The following hairstyles, hair colours and headwear are not considered appropriate for school:

- Brightly-coloured dyed hair
- Excessive hair accessories

Makeup and cosmetics

The school rules for pupils on makeup and cosmetics are as follows:

- Make up of any kind is not permitted.
- False nails, nail extensions and nail polish are not permitted.
- Temporary tattoos are not permitted.

Pupils wearing any of the above will be asked to remove the permitted item at the first opportunity.

Adverse weather

All pupils will be advised to wear weather-appropriate clothing.

For hot temperatures, this includes wearing:

- Tops that cover the shoulder area.
- Sun hats with wide brim.
- Sunscreen of at least SPF 30 or above.

Pupils will be advised not to wear any jumpers or cardigans during heatwaves. If outside during break times, pupils not wearing sun safe clothing or sunscreen will be advised to stay in an area protected from the sun. For a more information regarding attending school in warm weather, please see REAch2's Sun Safe policy.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when outside.
- Warm jumpers or cardigans.
- Trousers, or skirts and thick tights.

Labelling and lost property

Parents will be advised to ensure that all pupils' clothing and footwear is clearly labelled with their full name. School is not responsible for any uniform, clothing or items lost at school.

Any lost clothing will not be kept by the school. Please ask your child's class teacher if your child is missing any items.

Monitoring and review

This policy will be reviewed every two years by the chair of governors and the headteacher. The next scheduled review date for this policy is May 2026.

The school will engage with parents and pupils when reviewing this policy.

Any subsequent changes to this policy will be communicated to all staff, pupils, parents and other relevant stakeholders.