



School uniform policy

2026-2029

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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 request changes to swimwear for religious reasons
- › 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 the School Business Manager who can answer questions about the policy and respond to any requests

3. Limiting the cost of school uniform

We take into account

- › The socio-economic status of our school community
- › Pupil demographics
- › Uniform of neighbouring schools or schools in our area

- › The lost property is easy accessible to recover lost items

› Views of our school community

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 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
- › Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- › Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't 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 the school's uniform can act as a social leveler
- › Avoiding different uniform requirements for different year/class/house groups
- › Avoiding different uniform requirements for extra-curricular activities
- › Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- › 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

- School jumper or school cardigan with our logo on (available from Skoolkit), or a plain red jumper or red cardigan.
- White polo shirt or white cotton blouse/shirt.
- Black or dark grey trousers, black or dark grey tailored shorts, black or dark grey skirt, black leggings or plain black tracksuit bottoms (must not have sporting logos or stripes/patterns).
- Red gingham summer dresses may be worn in warmer weather.

School shoes:

- Black plain flat shoes (or a plain black trainer type shoe - no logos).
- Sensible black ankle boots may be worn in adverse weather conditions.

PE uniform:

- Black shorts and a plain white or red t shirt (a t shirt with the school logo on is available from Skoolkit if parents wish to purchase this).
- During colder weather, plain black tracksuit bottoms or leggings are required. These must have NO logos, pictures, patterns or stripes on.
- Children should wear their school cardigan, jumper or school fleece with their PE kit or a plain black tracksuit top/hoodie. These must not have logos, stripes or patterns on.
- Trainers are required for PE. These do not have to be black. Children are allowed to change in to trainers at break and lunch if they wish but coloured trainers are not permitted as part of their normal school uniform (apart from PE).
- Long hair must be tied up and earrings must be taken out or covered with tape. This is for health and safety reasons while children are carrying out practical activities.

Hairstyles:

- Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk. Long hair must be tied up during practical lessons, e.g. PE.
- The school reserves the right to make a judgement on where pupils' hairstyles or hair colours are inappropriate for the school environment. However, we 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, and parents will always have the freedom to complain via the school's Complaints Procedures Policy.

Jewellery:

- Small, stud earring are allowed. Earrings must be removed or taped for PE.
- Analogue or digital watches can be worn. A 'Fitbit' style watch that can count steps is acceptable but, otherwise, smart watches are not allowed, including watches that can take photos and receive messages.
- No other jewellery is allowed, apart from religious items (taking into account the requirement to avoid discrimination in line with the Equality Act 2010).

Makeup:

- Children are not permitted to wear make-up in school. False eyelashes are not allowed.
- Children are not permitted to wear nail varnish or false nails to school.

The school accepts no responsibility for loss or damage to items worn or brought in to school.

4.1 Where to purchase it

- Parents and carers can obtain the school jumper and cardigan from SKOOLKIT in Basingstoke Town or can be bought more widely, e.g. from 'high-street' retailers or supermarkets

Information about second-hand uniform

- Parents can log onto our website and follow the link to the Uniform section to request free uniform to be sent to directly to them

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)

Parents are also expected to contact the 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 PE kit, and that every item is:

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

Parents 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

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 give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt inline with our School Behaviour Policy

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 every three years by the Headteacher. At every review, it will be approved by the Governors of HWJS

7. Links to other policies

This policy is linked to our:

- Positive Relationships and Behaviour for Learning policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy