

## Uniform Policy

Policy reviewed and updated	September 2024
Date of next review	September 2025
This policy will be subject to ongoing review and may be amended prior to the scheduled date of the next review in order to reflect changes in legislation where appropriate	

### 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 age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

**To avoid discrimination, our school will:**

- Avoid listing uniform items based on sex, to give all students 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 students
- Allow all students to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all students to style their hair in a way that is appropriate for school which makes them most comfortable. Hairstyles must be non-offensive without brandings or symbols.
- Allow students to wear headscarves and/or other religious garments
- Allow students with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs which must be approved by the School's SENDCO where medical evidence is provided [sral@hfschool.org.uk](mailto:sral@hfschool.org.uk)
- Allow for reasonable adaptations to our policy on the grounds of equality by asking students or their parents/carers to get in touch with Mr Steven Fish [sfish@harefieldschool.org.uk](mailto:sfish@harefieldschool.org.uk), 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

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 (DfE) on the cost of school uniform.

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. We therefore reimburse families that qualify for Pupil Premium, up to £100 per school year on items they have purchased for school uniform.

#### **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, that the blazer, worn over the jumper, features the school logo
- Limiting items with distinctive characteristics to low-cost and/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 students 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 leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- 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 students 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

- Plain black blazer with Harefield Logo\* must be worn in and around the school building.

#### **Choice of:**

- Plain white shirt with long or short sleeves. Shirt must be tucked in and buttons done up.

**or**

- Plain white blouse – shirt style with long or short sleeves
- Harefield school tie\* Must be tied appropriately and reach the waist belt in length
- Plain black tailored trousers, loose-fitting\*

**or**

- Plain black, knee-length skirt
- Plain black socks, unbranded
- Plain black leather shoes (black laces and black stitching) polishable and not deemed as trainers
- Harefield jumper\* (optional)
- Plain black tights (optional)

## PE Kit

- Harefield navy shorts\*
- Harefield navy polo shirt\*
- Plain white tennis socks (above ankle)
- Running trainers (no plimsolls/converse)
- Harefield tracksuit bottoms (optional)\*
- Harefield ¼ zip tracksuit top (optional)\*
- Harefield jacket (optional)\*
- Plain black sports leggings (optional) unbranded

### Activity specific extra kit - required when doing these activities:

- Rugby – Gum shield, football boots
- Football – Shin pads, Harefield knee length football socks
- Hockey – Gum shield, shin pads and Harefield knee length football socks
- Lessons taking place on the astroturf pitches require trainers, astroturf trainers or plastic studded boots (no metal screw-in studs or blades)

## Uniform Rules

- Religious jewellery - students are permitted to wear either:
  - Compulsory items of religious jewellery (for example, a kara, or Hindu strings);
  - Or items which otherwise comply with the school's uniform policy (e.g. a small crucifix on a plain necklace).
- Facial piercings are not permitted (which includes mouth and tongue)
- One bracelet can be worn
- One plain necklace (non visible) and one plain ring
- Earrings must be studded with a maximum 5mm in diameter
- Boots are not permitted to be worn with skirts
- Hooded tops and tracksuit tops are not permitted
- Coats are permitted but must be plain and dark in colour
- Excessive make-up is not permitted
- Nail varnish is not permitted
- False/acrylic nails and false eyelashes are not permitted.
- Unnaturally coloured hair and lines/patterns cut into hair are not permitted

## 4.2 Where to purchase it

Items that are starred with an asterisk in section 4.1 must be obtained from Pullens <https://www.uniform4kids.com/pages/pullens-store>

## 5. Expectations for our school community

### 5.1 Students

Students 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)

Students are also expected to contact Mr Fish [sfish@harefieldschool.org.uk](mailto:sfish@harefieldschool.org.uk) if they want to request an amendment to the uniform policy in relation to their protected characteristics or wish to email medical evidence as a reason for not following the uniform policy.

## **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

## **5.3 Staff**

Staff will closely monitor students to make sure they are in correct uniform. They will give any students 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 with by our school's behaviour policy.

In cases where it is suspected that financial hardship has resulted in a student 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/carers and students
- Offers a uniform that is appropriate, practical and safe for all students

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 annually by the Senior Leadership Team. 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
- Anti-bullying policy
- Complaints policy