



St Hugh's School

Uniform Policy

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 and how the school will meet the DfE's requirements and recommendations on costs and value for money.
- 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 framework

This policy has due regard to all relevant legislation and statutory 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 'Cost of school uniforms'
- DfE 'School Admissions Code'
- DfE 'Developing school uniform policy'
- Equality and Human Rights Commission 'Preventing hair discrimination in schools'

The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender confirmation.

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 style their hair in a way that is appropriate for school (though we reserve the right to ask for this to be tied back if it presents as a safety risk) This allows students to showcase their personality, provided that their chosen style does not impact their own or others' ability to engage positively with life within school.
- 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 leadership team 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](#) from the Department for Education on the cost of school uniform. The school will not stipulate that branded items must be purchased.

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 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

4.1 Our school's uniform

- › The following optional branded St Hugh's school uniform items are available: Black blazer, sweatshirt or jumper or cardigan or white polo shirt
- › We will accept the following non-branded items: White school shirt or polo shirt with no other markings, black sweatshirt, jumper or cardigan or plain black blazer, black trousers, skirt or smart shorts.
- › Expectations for PE and swimming kit: Black shorts, black jogging bottoms, white T-shirt, black sweatshirt/zip tracksuit top, trainers. Alternatively, the St Hugh's PE kit for T-shirt, training top, shorts, bottoms or tracksuit is available to purchase by ordering from school at the end of each academic year.
- › Expectations for jewelry (taking into account the requirement described above to avoid discrimination in line with the Equality Act 2010): One pair of earrings (studs) only – to be removed or covered up for PE lessons. One watch
- › Expectations for shoes, bags and coats: Plain black closed toe footwear except where students have to wear specifically built footwear – to be agreed between home and school
- › No student may wear make-up. Nail polish should not be worn. In the interests of health and safety, nail extensions are not permitted. False eyelashes are also not permitted.

All uniform and belongings should be clearly named so that any items lost or mislaid can be returned.

4.2 Where to purchase it

- › Parents and carers can obtain branded uniform for purchase from Shahs
- › Information about second-hand uniform, will be shared by FOSH through the academic term.

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)

Pupils are also expected to contact the school senior leadership team if they want to request an amendment to the uniform policy in relation to their protected characteristics.

5.2 Parents and carers

Exemptions or deviations from the school uniform policy will be authorised when deemed appropriate, based on documented medical needs. Such authorization requires recent evidence provided by a medical professional actively working with the student in question. Additionally, exemptions may be considered in recognition of special educational needs, as outlined in the student's Education, Health and Care Plan. The school acknowledges the importance of accommodating individual needs to ensure an inclusive and supportive learning environment.

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 students class teacher 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 with by the school senior leadership team

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 2 years or sooner as required in line with current Department for Education [school uniform guidance](#)

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy