

Hillmead Primary School

School Uniform Policy



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Version	Date	Author	Reason for Revision
1	Oct 2023	L. McMillan	New Policy
2	Feb 2024	L.McMillan	Revision to new supplier/changes to uniform

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 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 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 uniform depending on their specific needs
- › Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Michelle Shenston (admin@hillmead.herts.sch.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 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
- › 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 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

Early Years (Nursery & Reception)

Hillmead jumper or cardigan* or plain red jumper or cardigan

White polo shirt

Mid-grey skirt worn with white socks or grey tights

Mid-grey tailored trousers worn with grey/black/white socks

Black shoes

A pair of named wellies to be kept in school.

Hillmead book bag*

Key Stage 1 (Years 1 & 2)

Hillmead jumper or cardigan* or plain red jumper or cardigan

White polo shirt

Mid-grey skirt worn with white socks or grey tights

Mid-grey tailored trousers with grey/black/white socks

Black shoes

Hillmead book bag*

Key Stage 2 (Years 3 - 6)

Hillmead jumper/cardigan* or plain red jumper or cardigan

White collared shirt

Hillmead tie*

Hillmead flat-front kilt* with white socks or grey tights

Mid-grey tailored trousers with grey/black/white socks

Black shoes

A book bag is no longer required and children may use their own bag

Optional Summer Uniform (All Years)

Hillmead tank top*

Mid-grey tailored shorts with white/grey/black ankle socks

Red gingham dress

PE Uniform

Hillmead red polo shirt*

Black shorts

Black pumps or white or black trainers

Spare socks

Black Hillmead zoodie* (from Year 1)

Plain black jogging bottoms

Swimming Kit

Appropriate swimwear

Towel.

Swimming hat for any children with long hair

Goggles

No jewellery or watches to worn on this day.

Nail varnish should not be worn.

Hair bands and clips must be plain and in school colours.

Long hair must be tied back. No extreme hair styles are allowed, e.g. shaved tramlines, gelled styles.

Jewellery should not be worn in school, although older children may wear a watch (not an Apple watch or similar).

Earrings are not allowed to be worn for safety reasons. If they are worn, they must be studs and must be removed for PE.

All uniform and any additional clothing worn in school must be clearly labelled with your child's name.

4.2 Where to purchase it

Most uniform items can be bought in local shops, however the items marked with an asterisk* have our logo on them and can be purchased from Esquared Clothing <https://myesquared.co.uk/collections/hillmead-primary-school> .

Second Hand School Uniform from the PTA

A good selection of second hand uniform is available from the PTA. Please email uniform@hillmead-pta.org.uk to see a stock and price list. Payment is made via School Gateway and items are delivered to the school office for collection.

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 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 with by conversations and meetings with parents.

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 annually by Laura McMillan (Assistant Headteacher). 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 policy
- Anti-bullying policy
- Complaints policy