

INSPIRE

INCLUDE

INTEGRITY

EXCEED

School Uniform Policy

Hill Top Academy

Author/Owner (Name and Title)	Principal
Version Number	Version 2
Date Approved/Reviewed	September 2024
Date of Next Review	September 2027
Approved By	Full Board of Directors
Policy Category (Please indicate in bold)	1 - Academy to implement without amendment 2 – Academy specific appendices 3 – Academy personalisation required (highlighted)



Exceed Learning Partnership
• EVERY CHILD • EVERY CHANCE • EVERY DAY •



Contents

Section	Page number
Aims of the policy	3
Legal duties under the Equality Act	3
Limiting the cost of school uniform	4
Uniform Expectations	4-5
Purchasing Uniform	4-5
Expectations of Pupils	5
Expectations of Parents	6
Expectations of Staff	6
Responsibilities of the Local governing Board	6
Policy Review	7
Links to other policies	7



Aims

This policy:

- Sets out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers.
- Explains how we will avoid discrimination in line with our legal duties under the Equality Act 2010.
- Clarifies our expectations for school uniform.

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 office via telephone or by emailing admin@hilltop.elp.org.uk can answer questions about the policy and respond to any requests.

At Hill Top Academy, we believe:

- A school uniform promotes a sense of pride in the school and reinforces our school values
- Promotes a feeling of community and belonging
- Is practical and smart
- Identifies the children within the school
- Is not a distraction in class
- Makes children feel equal to their peers in terms of appearance
- Is regarded as suitable
- Is good value for money



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/color/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
- 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 and is available from 'high street' retailers
- 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

Expectations for school uniform

Our school's uniform

Reception to Year 6

- Black or grey knee length skirt or pinafore dress
- Black or grey trousers or shorts (in summer)
- Yellow or white polo shirt (plain)
- Bottle green school sweatshirt or cardigan (with optional logo)
- Summer dress (green gingham check only)
- Plain white, grey or black socks



- Plain black or grey tights
- Small hair bobbles/bands in school colors

Footwear

- Smart black school shoes – all shoes to be sensible and low heeled
- Boots or trainers are not acceptable for children to wear in school
- Wellington boots can be worn to school in case of bad weather but must be removed on entry to the school building

PE Uniform (worn instead of normal uniform on PE days)

Indoor kit

- black shorts
- White or black plain round neck T shirt (not polo shirt due to Health and safety)
- Black plimsolls or trainers (non- marking indoor footwear)

Outdoor kit

- White or black plain round neck T shirt (not polo shirt due to Health and safety)
- Plain black jogging bottoms
- Plain black outdoor training style top
- White sports socks
- Outdoor trainers- please avoid branded items

NB – Jewelery must not be worn for health and safety reasons. No earrings are permitted and must be removed after 6 weeks of piercing.

Exceptions can only be made for medical or religious reasons.

For swimming a full swimming costume (not bikini) or swimming trunks can be worn – N.B. swimming shorts are not welcomed at the swimming baths for health and safety reasons. A towel will be needed from home.

Where to purchase it

- Parents and carers can obtain uniform from:
- Brigade, our on line supplier
- Or can be bought more widely, e.g. from 'high-street' retailers
- Requests for nearly new uniform items can be made at Helping Hands at Hill Top Centre
- Details of any local uniform exchange schemes running, will be shared on school social media



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 office if they want to request an amendment to the uniform policy in relation to their protected characteristics

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 school office 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.

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 Principal if the situation does not improve.

Ongoing breaches of our uniform policy will be dealt with in line with our 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.

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.

Policy Review

This policy is reviewed every 3 years

Links to other policies

This policy is linked to our:

- Behaviour Policy
- Equality Policy
- Anti-bullying Policy
- Complaints Policy

Policy agreed date- 04.09.2024

Principal Signed:

Chair of Governing Board Signed: