


# Henhurst Ridge Academy

# School Uniform Policy

**Date- September 2026**

**Review- September 2027**

**Review Framework:**
The policy will be reviewed annually (or sooner in the event of revised legislation or guidance)

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## Statement of intent

Henhurst Ridge Academy believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, and is affordable and the best value for money for the school and pupils' families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate tone for education.

## 1. Legal framework

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021

This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy
- LGBTQ+ Policy
- Tendering and Procurement Policy

## 2. Roles and responsibilities

The governing board is responsible for:

- Establishing, in consultation with the headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible and inclusive, and does not disadvantage any pupil by virtue of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's 'Cost of school uniforms' guidance.
- Processing and approving all eligible School Uniform Assistance Application Forms.

The headteacher is responsible for:

- Enforcing the school's uniform on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing board.

- Providing pupils with an exemption letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting top.

Staff members are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Disciplining pupils who are in breach of this policy.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher if their child requires a more relaxed uniform policy for a period of time, including why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the headteacher has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

## 3. Cost principles

The school is committed to ensuring that its school uniform is affordable and accessible to all pupils and does not place an unreasonable financial burden on parents.

In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform policy does not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform due to costs.
- LAC and PLAC.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school keeps branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, including by virtue of logos, colours, design and fabrics. Where the school decides to require an item of branded clothing, it will conduct an assessment to ensure prices are kept as low as possible, e.g. by offering sew- or iron-on logo badges for jumpers that can be bought at retailers instead of requiring special branded jumpers.

The school is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school works with multiple suppliers to obtain the best value for money possible. Any savings negotiated are passed to parents where possible and does not enter into exclusive single supplier contracts or cash-back arrangements. More information on supplier processes can be found in the 'School uniform supplier' section of this policy.

The school will not amend uniform requirements regularly and will take the views of parents and pupils into account when considering any changes to school uniforms.

## 4. Equality principles

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously and aims to ensure that the uniform policy is as inclusive as possible so that all pupils are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are.

The school will work to ensure that school uniform's cost does not disproportionately affect any pupils by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out in section 3.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that views and advice is sought specifically from pupils, and parents of pupils, who:

- Are transgender, including non-binary pupils.
- Have SEND and/or sensory needs.
- Are of a religious or cultural background that has dress requirements.

The school implements a gender-neutral uniform, meaning that pupils are not required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records. Transgender pupils are supported to access the uniform that best reflects their gender expression.

The school ensures that pupils who are required to follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The school endeavours to meet all requests for amendments to the uniform for these purposes; however,

will ensure that the needs and rights of individual pupils are weighed against any health and safety concerns for the entire school community.

Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

The school ensures that the needs of pupils with SEND and/or sensory difficulties are considered in the uniform policy, e.g. ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams; however, where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

## 5. Complaints and challenges

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

To make a complaint, parents should refer to the Complaints Procedures Policy and follow the stipulations outlined.

When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome.

Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

## 6. School uniform supplier

Our current school uniform supplier is:

My Uniform
82 Wellington Street
Burton upon Trent
Staffordshire
DE14 2DS
01283 619224
My Uniform

WB Schoolwear
20 Bells End Road
Walton on Trent
Derbyshire
DE12 8ND
01283 716338
Schoolwear, sportswear and school uniforms for school in Derbyshire, Staffordshire and UK Midlands

Please note that is also acceptable to wear uniform without the school logo in the agreed colours. Uniform is available at most supermarkets and can often be more economical for families.

## 7. Uniform assistance

The school supports vulnerable families in meeting the costs of uniforms. Please contact the school office to discuss assistance.

To claim school uniform assistance, parents should be eligible for FSM. Please note this is not the same as Universal Free Infant School Meals available for Reception and KS1. Eligibility is determined by checking original documents from the relevant authority, detailing receipt of the benefit and the address of the pupil.

Families who meet the criteria should complete the school uniform assistance application form and return it to the school office.

The school holds second-hand school uniforms in the school office for parents who might need assistance; access to these uniforms is available upon request made to the office. Parents are invited to donate their child's uniform when they no longer need it.

## 8. School uniform

**School colours**



Parents are urged to clearly label all clothing and shoes with their child's name.

- Maroon jumper/cardigan with logo
- White shirt/blouse
- Maroon & gold tie (clip on)
- Grey trousers/shorts/skorts/skirts/pinafores
- Yellow gingham dresses (Summer time)
- Sensible black shoes (trainers not allowed)
- Maroon waterproof coats available & fleeces – optional
- Maroon Book bag & Water Bottle

**PE Uniform**

- Maroon PE polo shirt with logo
- Black shorts or skort
- Black Pumps

**Jewellery**

Permitted jewellery that may be worn is:

- One pair of stud earrings – no other piercings are permitted.
- A smart and sensible wristwatch.

Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons e.g. PE lessons and science experiments.

**School bag**

Pupils must use an appropriately sized waterproof bag to carry their books and equipment. It should hold A4-sized workbooks comfortably without causing any damage.

School bags featuring inappropriate images, slogans or phrases are not permitted.

The school encourages pupils to bring only non-valuable bags to school. The school will not be liable for lost or damaged school bags.

**Hairstyles**

Extreme hairstyles, such as patterned or brightly coloured hair, are not acceptable for school. Pupils with what could be deemed extreme hairstyles may be exempt from the rule above on racial or religious grounds, taking into consideration each individual pupil's scenario.

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. during P.E.

**Makeup**

Make up, false nails and nail varnish is not permitted at school. Temporary tattoos are not permitted.

## 9. Appropriate dress

During events within the year, children may be allowed to dress in their own clothes. On these days, parents are responsible for ensuring children are appropriately dressed for a day at school. This means:

- Suitable shoes, without a heel must be worn
- No clothing must be inappropriately revealing in any way

- All clothing should allow a child to complete a usual day at school as would their uniform and not restrict activities. If a child presents in what is deemed inappropriate clothing, as per this policy, a parent will be contacted to send in appropriate clothing

## 10. Adverse or extreme weather

All pupils are required to wear weather-appropriate clothing to ensure comfort, safety and readiness for learning during adverse weather conditions.

For **hot temperatures**, this includes:

- Loose-fitting and lightweight shirts and dresses.
- Shorts, skirts or trousers that are appropriate for school.
- Tops that provide suitable coverage of the shoulders.
- Hats and sunglasses with UV protection when outside, where possible.
- Bringing a refillable water bottle to maintain hydration throughout the day.
- Applying sun lotion before school (please note that pupils should apply and reapply sun lotion themselves at school).

Periods of hot weather are identified in line with national Heat Health Alert guidance issued by the UK Health Security Agency and Met Office, which indicates when temperatures may pose a risk to health. During these periods, the school will adopt a flexible approach to uniform and will communicate this to parents via text and email.

During a **Heat Health Alert**:

- Pupils may attend school in their PE kit (T-shirt and plain black shorts, tracksuit bottoms or leggings) as an alternative to the standard uniform.
- Pupils are not required to wear jumpers, cardigans or fleeces.
- Sun hats and sunglasses are encouraged when outdoors.
- Additional adjustments to uniform requirements may be made at the discretion of the headteacher.
- Pupils will be encouraged to use shaded areas and follow sun safety guidance.

For **cold temperatures**, this includes:

- Scarves, gloves, coats and hats when outside.
- Warm jumpers that conform to the school's uniform policy.
- Trousers, or thick tights with skirts.

The school will ensure that uniform expectations remain reasonable and responsive to changing weather conditions.

## 11. Labelling

All pupils' clothing and footwear must be clearly labelled with their name.

Any lost clothing is be taken to the lost property box. All lost property is retained for half a term and is disposed of if it is not collected within this time. Any clothing suitable for charitable donation will be donated.

## 12. Monitoring and review

This policy is reviewed annually by the chair of governors and the headteacher.

# School Uniform Assistance Application Form

Children who attend Henhurst Ridge Academy are eligible for school uniform assistance if they receive Free School Meals (FSM). This scheme is open to children in Years 1-6 and will enable families to purchase uniform via the school at a discounted rate.

## Part 1: Details of parent

| | |
|---|---|
| **Your full name:** | |
| **Title:** | |
| **National insurance number:** | |
| **Address:** | |
| **Postcode:** | |
| **Mobile no.:** | |
| **Landline no.:** | |
| **Email address:** | |

By supplying us with a phone number or email, you agree to being contacted to let you know if you are eligible.

## Part 2: Details of each dependent child you are applying for

| Surname | Other names | Date of birth |
|---|---|---|
| | | |
| | | |
| | | |

## Please read this declaration before you sign it

- I declare I am the parent of the child(ren) that I am applying for.
- I declare that all the information I have given is correct and complete to the best of my knowledge.
- I am aware that I have a duty to notify the school in writing immediately of any changes in my circumstances which might affect my entitlement to school clothing assistance.
- I understand that information taken from this form will be stored electronically on the school's computers. The school is permitted to do this under the UK GDPR and Data Protection Act 2018. A copy of the school's registration is held for inspection.

**Please return this completed for to the** school office.

Your signature: _____ Date: _____