



TRUST UNIFORM POLICY

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1. SCOPE

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 all 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 RESPONSIBILITIES UNDER THE EQUALITY ACT

The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include age, sex, sexual orientation, 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
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair, although we reserve the right to ask that long hair 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
- 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/carers to get in touch with the headteacher via office@sthelens.enhanceacad.or.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 uniforms.

We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo attached or be in a unique fabric or style) cannot be purchased from a wide range of retailers, and that requiring many such items limits parents/carers' ability to shop around for the best price.

We will therefore make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents and carers

We will do this by:

- Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of:
 - 3 or fewer
- Carefully considering whether any items with distinctive characteristics are necessary. This is limited to a school tie for year six children. A school jumper/cardigan with a logo is optional; children are also welcome to wear a generic, plain version.
- Limiting compulsory branded items to low-cost and/or long-lasting items such as ties
- Considering cheaper alternatives to compulsory 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 such as coats, bags and shoes/trainers that pupils could also wear on non-school days. See more information in section 4.1

- Avoiding different uniform requirements for different year/class/house groups, aside from the colour of house PE t-shirts with the exception of plain white still being allowed
- Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama
- Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters
- Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
- Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective pupils, and publishing this information on our website
- Avoiding frequent changes to uniform specifications, and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy, and carefully considering any complaints about uniform in line with the school's complaints policy
- Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- Continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money

4. EXPECTATIONS

4.1 Our school's uniform

General considerations

- Hair should be a reasonable cut and colour and not compromise safety
- Small, stud earrings are acceptable. These need to be removed or covered with tape for sport. Religious jewellery is acceptable providing it does not compromise safety.
- Coats can be a style and colour of choice but must be fit for purpose.
- Bags should be of reasonable dimensions and must fit in a standard storage space.
- School will assist families discretely wherever possible

Standard school days:

- Plain white polo-shirt or shirt (long or short sleeves). This may be branded or generic
- Grey or black trousers, shorts, skirt or skort. These are not branded items.
- A provided school tie is required for year 6 pupils only (note – school may charge the cost of a tie for a replacement in its sole discretion if loss/damage is deemed to have been avoidable)
- Royal blue jumper or cardigan. This may be branded or generic
- School shoes that must be, for the vast majority, black.
- Blue gingham dress is optional

PE lessons or other sport days

- Branded house PE t-shirt or plain t-shirt in house colour or a plain white t-shirt (small branding allowed);
- Navy or black joggers, shorts, skort or leggings;
- Navy or black sweater, hoodie or tracksuit top;
- Children may wear a standard royal blue school jumper if they prefer;
- Children should wear trainers appropriate for sport;
- On swimming days, children to wear the above and bring a towel and swimming costume/trunks which maintains reasonable standards of modesty and be of a size, cut and fit for the purpose of swimming lessons.

4.2 Where to purchase or acquire it

- Branded jumpers can be purchased from the school office;
- Replacement school ties for year 6 children can be purchased from the school office (each child will receive their first tie for free);
- Pre-loved school uniform, shoes, trainers and PE kit can be provided for free via our office or uniform swap shop;
- Replacement branded house t-shirts can be purchased from Macron Store Wakefield, <https://www.macronstorewakefield.co.uk>;
- Generic items may be purchased from any retailer, such as major supermarket chains.

5. EXPECTATIONS OF 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 via office@sthelens.enhanceacad.or.uk 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/carers are also expected to contact the headteacher via office@sthelens.enhanceacad.or.uk 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/carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner in accordance with the school's complaints policy.

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/carers 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 requiring children to wear an appropriate item of clothing/footwear borrowed from the School.

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 and the pupil will not miss classroom teaching because of a sanction. This is in line with the statutory [guidance](#).

5.4 Governors

The Local Academy 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 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 framework will be reviewed every 2 years. At every review, it will be approved by the CEO.

The Headteacher will review the policy in relation to school specifics and will be approved by the Local Academy Board.

7. LINKS TO OTHER POLICIES

This policy is linked to our:

- Positive Behaviour Policy
- Equality information and objectives statement
- Anti-bullying Policy
- Complaints Policy