



Uniform Policy Template

Prepared by: The Central Team

Date: July 2025

Version: V1

CONTENTS

[Introduction](#)

[Aims](#)

[Our school's legal duties under the Equality Act 2010](#)

[Limiting the cost of school uniforms](#)

[Expectations for school uniforms](#)

[Expectations for our school community](#)

[Links to other policies](#)

[Contact Information](#)

[Approval & Policy Review](#)

[Revision History](#)

1. Introduction

Heathermount School is owned and operated by Cavendish Education.

This policy is one of a series of school policies that, taken together, are designed to form a comprehensive statement of the school's aspiration to provide an outstanding education for each of its students and of the mechanisms and procedures in place to achieve this. Accordingly, this policy should be read alongside these policies. In particular, it should be read in conjunction with the policies covering equality and diversity, Health and Safety, safeguarding and child protection.

All of these policies have been written, not simply to meet statutory and other requirements, but to enable and evidence the work that the whole school is undertaking to ensure the implementation of its core values: 'Building confidence and preparing students for life'.

While this current policy document may be referred to elsewhere in Heathermount School documentation, including particulars of employment, it is non-contractual.

In the school's policies, unless the specific context requires otherwise, the word "parent" is used in terms of Section 576 of the [Education Act 1996](#), which states that a 'parent', in relation to a child or young person, includes any person who is not a biological parent but who has parental responsibility, or who has care of the child. Department for Education guidance [Understanding and dealing with issues relating to parental responsibility updated August 2023](#), considers a 'parent' to include:

- all biological parents, whether they are married or not
- any person who, although not a biological parent, has parental responsibility for a child or young person - this could be an adoptive parent, a step-parent, guardian or other relative
- any person who, although not a biological parent and does not have parental responsibility, has care of a child or young person

A person typically has care of a child or young person if they are the person with whom the child lives, either full or part-time, and who looks after the child, irrespective of what their biological or legal relationship is with the child.

The school contracts the services of third-party organisations to ensure regulatory compliance and implement best practices for:

- HR and Employment Law
- Health & Safety Guidance
- DBS Check processing
- Mandatory Safeguarding, Health & Safety, and other relevant training
- Data protection and GDPR guidance
- Specialist insurance cover

Where this policy refers to 'employees', the term refers to any individual who is classified as an employee or a worker, working with and on behalf of the school (including volunteers and contractors).

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers, pupils and visitors to share this commitment.

All outcomes generated by this document must take account of and seek to contribute to safeguarding and promoting the welfare of children and young people at Heathermount School.

The policy documents of Heathermount School are revised and published periodically in good faith. They are inevitably subject to revision. On occasions, a significant revision, although promulgated in school separately, may have to take effect between the republication of a set of policy documents. Care should therefore be taken to ensure, by consultation with the Senior Leadership Team, that the details of any policy document are still effectively current at a particular moment.

2. 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 the school uniform

3. 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/carers to get in touch with the Assistant Headteacher in the phase their child is in, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

4. Limiting the cost of school uniforms

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 uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' ability to 'shop around' for a low price.

We will make sure our uniform:

- It 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 and/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 leveller

- Avoiding different uniform requirements for different years/classes/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- 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 the policy

5. Expectations for school uniforms

Our school's uniform

Pupils are expected to wear:

- A school jumper (blue in Primary, grey in Secondary)
- A white polo shirt
- Grey or black trousers or a grey skirt

During warmer weather, pupils may wear:

- Grey or black shorts
- A blue checked summer dress

Branded and non-branded items

The following items are available with school branding:

- School jumpers
- School Polo Shirt
- School PE top

Branded items are optional. Families may choose to purchase branded or non-branded alternatives. Where non-branded items are worn, they must be plain, appropriately coloured, and similar in style to the school uniform.

For PE and outdoor education, pupils are expected to wear:

- A gold T-shirt
- Suitable black shorts
- PE kit should be kept in a named drawstring bag and be available in school on designated PE days.

Uniform adjustments

Where appropriate, reasonable adjustments may include adaptations to the fabric, fit or construction of uniform items, provided that the overall appearance remains in keeping with the school's uniform colours and expectations. For example, this may include wearing trousers made from jogging-bottom-style material rather than traditional school trouser fabric, or wearing a school jumper of the correct colour that is made from a different, more comfortable material.

Any such adjustments will be considered on an individual basis, in consultation with parents/carers and, where appropriate, the pupil, to ensure that the child is able to access education comfortably and with dignity while maintaining consistency and equality across the school.

Jewellery, hair and personal appearance

- For health and safety reasons, pupils are asked not to wear jewellery in school. This includes earrings, necklaces and bracelets.
- Hair accessories such as slides, hairbands and bobbles should be simple in design.

Shoes, bags and coats

- Shoes should be practical, safe and suitable for school wear. Where possible, they should be black in colour.
- Coats should be appropriate for the weather and suitable for outdoor play and learning
- Bags should be of a reasonable size and suitable for carrying school equipment
- The school does not require specific branded shoes, bags or coats.

Labelling

All items of clothing should be clearly labelled with the pupil's name.

Where to purchase it

School uniform can be purchased from a retailer of parents' and carers' choice. Branded items are available from the school's uniform supplier but are not compulsory.

Our uniform supplier is:

Leonard Hudson. Uniform can be purchased directly through the supplier via http://www.leonardhudson.co.uk/parents/uniform/Heathermount_School_SL5_9PG

Second-hand uniform

The school supports access to second-hand uniforms to help reduce costs for families. Information about second-hand uniform availability can be obtained from the school office.

6. Expectations for our school community

Pupils

Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days, or if on agreement with school staff) 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 relevant Assistant Headteacher for their phase if they want to request an adaptation of 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/carers are also expected to contact the relevant Assistant Headteacher if they want to request an adaptation of 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.
- 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.

Staff

Staff will closely monitor pupils to make sure they are in the correct uniform. They will give any pupils and their parents/carers breaching the uniform policy the opportunity to comply, but will follow up with the headteacher if the situation doesn't improve.

Ongoing or repeated breaches of the school's uniform policy will be addressed in line with the school's Behaviour Policy, with a focus on working constructively with pupils and parents/carers to resolve any concerns collaboratively.

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.

7. Links to other policies

This policy is linked to our:

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

Contact Information

For any questions or concerns regarding this policy, please contact the Headteacher via the school phone line.

Approval & Policy Review

This Policy has been reviewed and approved by:

Policy Approver(s)	Cavendish Education Board of Directors/Senior Leadership Team of the school
Storage Location	Online,
Effective Date	July 2025
Next Review Date	July 2026

Revision History

Version	Change	Author	Date of Change
1	First published	Cavendish Central Team	July 2025
2	Heathermount Amendments	Craig Drummond	December 2025