



# School Uniform and Appearance Policy 2022-2025

Adopted by  
Highfields Academy on

**Approved by:**

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**by:**

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## 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 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 (although 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 Mr Dyson ([head@highfieldsnantwich.cheshire.sch.uk](mailto:head@highfieldsnantwich.cheshire.sch.uk)) who can answer questions about the policy and respond to any requests

### 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 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

We will do this by:

- Allowing children to wear jumpers and polo shirts that do not contain the school logo however they must be red in colour. We believe these are available in a low cost option
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Avoiding different uniform requirements for extra-curricular activities other than PE
- 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

Tops:	White cotton shirts (short or long sleeved) Red V Neck jumper or cardigan with school logo
Tie:	School tie
Trousers:	Grey trousers Grey skirt
Socks:	Grey or black socks Grey or black tights or socks with skirts.
Footwear:	Black shoes with a flat heel. No open toed footwear.

#### 4.2 Our school's PE uniform

##### PE Kit (Indoor)

Tops:	Red tee-shirt
Shorts:	Black shorts.
Footwear:	Black pumps or bare feet – all dance and gymnastic activities Trainers – all other indoor PE activities

## **PE Kit (Outdoor)**

Tops:	Red tee-shirt. School fleece or hooded top with logo optional Sweatshirt, tracksuit top (weather depending)
Shorts:	Black shorts. Jogging trousers / tracksuit bottoms may be worn in cold weather.
Footwear:	Trainers.

## **4.3 Where to purchase it**

Our uniform is available online through <https://myschoolstyle.com/school-shop/highfields-academy/>.

Most of the uniform available via this site contains the school logo. Uniform without logos can be purchased from most supermarkets / clothes shops.

Second hand uniform can be obtained from school. This is stored in the school entrance hall and can be accessed before or after school.

### **Jewellery:**

The school does not allow children to wear jewellery to school (with the exception of ear-rings). Children who wear ear-rings must be able to take them out before taking part in a PE session. If this is not possible, the children will be expected to cover up the ear-rings with a plaster (plasters must be provided by parents). Ear-rings must be in the style of a stud. (Note: for jewellery that is worn as part of a religious belief, please consult appendix 1)

### **Make up and Tattoos:**

The school does not allow pupils to wear make-up of any description including nail varnish. We also do not allow pupils to wear tattoos.

## **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/parents are also expected to contact Mr Dyson 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 Mr Dyson 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 Mr Dyson. 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 Local Academy Board:

The LAB 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. At every review, it will be approved by the Local Academy Board.

## **Appendix One:**

Religious clothing summary — reproduced with permission from guidance developed by Tower Hamlets in consultation with faith communities in that locality.

### **Buddhism**

In general there are no religious requirements for everyday dress for Buddhists.

### **Christianity**

For the majority of Christians there are no particular dress requirements. In some Christian sects such as the Plymouth Brethren women and girls are expected to wear headscarves and modest clothing.

### **Hinduism**

In general it is not considered acceptable for a Hindu woman to have uncovered legs.

### **Judaism**

Dress requirements vary with orthodoxy. For more orthodox Jews women and girls are expected to keep the body covered and married women cover their hair. Boys and men often wear a skullcap.

### **Islam**

The reason for young women beyond puberty wishing to wear full clothing is modesty; that is, not wishing to receive unnecessary attention.

Young women are appropriately modestly dressed if they are wearing salwar kameez or jilbaab with headscarf without the need to wear niqaab in school.

Men are expected to be covered from waist to knee in public places, many Muslim men may also choose to wear a cap but this is not a compulsory religious requirement.

### **Sikhism**

In general covering the body is a requirement. All initiated Sikhs wear the five 'K' symbols as a sign of their initiation into the Sikh community. Male Sikhs wear a turban, the removal of this is unacceptable.

### **Rastafarian**

Rastafarian women dress modestly. There is a taboo on wearing second hand clothing, and therefore children may be unwilling to wear borrowed clothing for PE, etc.