



SCHOOL UNIFORM POLICY

Recommended by: Laura Jarvis

Ratified by: LAGB

Signed: S Perrett

A handwritten signature in black ink that reads 'S. Perrett'.

Position on Board: Chair of governors

Ratification Date: 04/02/2026

Next review: 04/02/2027

Policy Tier (Central/ Hub/ School): School

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

Follow guidance and legislation as set out in:

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2024) 'School uniforms: guidance for schools'
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'

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 (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/carers to get in touch with the Principal 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 (such as branded items, or items that have 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' 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
- Has alternatives for some branded options e.g., PE Jumper

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 or long-lasting items, such as ties
- 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 year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- 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
- Providing PE kit for festivals and competitions where possible

4. Expectations for School Uniform

- We expect that all pupils wear the uniform both in school and when representing the school at events or on visits. When the pupils are travelling to and from school in the community, we expect that the same high uniform standards are met with the pupils wearing the uniform with pride and role modelling our values.
- Make up is not permitted. If worn, pupils will be provided with a make-up wipe to remove it.
- False nails and eyelashes are not permitted.
- Pupils hair must be naturally coloured. Prohibited hairstyles include unnatural colours (pink, blue, purple etc), shaved patterns or logos and undercuts.
- Coats need to be practical to ensure the pupil is kept warm and/or dry. Items prohibited to be worn as a coat are hoodies and sweatshirts.
- Non-uniform day expectations. On non-uniform days, pupils are expected to wear appropriate items of clothing. Skirts and shorts must be of an appropriate length and no midriffs are to be

on show. Tops must have appropriate coverage, and no spaghetti straps are permitted. Shoes must abide by health and safety rules and therefore no heels, nor sliders, are allowed.

4.1 Our School's Uniform

- A navy blazer with 'Rio' piping and the school logo.
- A **formal** white collared shirt.
- Church Hill Middle School tie.
- **Formal** black trousers or tailored shorts – chinos, jeans, skinny trousers or leggings are not acceptable. The trousers must not have external buckles, rivets, zips or logos. Plain black socks must be worn with trousers.
- **Plain navy** woolen v-neck jumper.
- **Formal** black school skirt which must be knee length and must not be of a stretchy or Lycra material. Plain white socks, or black opaque tights must be worn with skirts. The skirt must not have external buckles, rivets, zips or logos.
- **Formal** plain black low-heeled shoes – these must not have a logo or branding. Trainers or pumps are not allowed. Black Nike air force trainers are not allowed to be worn on non-PE days.

PE Kit

- Navy/Rio shorts or skirt
- Navy/Rio branded polo shirt
- Navy tracksuit top (branded with school logo) with full length zip (alternative plain navy crew neck sweatshirt can be worn – this must have no logos, branding or additional colour/embroidery)
- Navy (branded with school logo) tracksuit bottoms/leggings (alternative plain navy jogging bottoms/leggings can be worn - these must have no logos, branding or additional colour/embroidery).
- Trainers
- Navy blue sports socks
- Football boots

ALL ITEMS SHOULD BE CLEARLY NAMED

Jewellery

- Only single small stud earrings are allowed. No other jewellery should be worn. Hoops, dangly earrings, necklaces, bracelets and multiple studs are prohibited
- Smart watches are prohibited.
- Pupils should not have any visible piercings. Nose, lip, tongue and eye-brow piercings are prohibited.
- For health and safety reasons, all jewellery must be removed for PE. If earrings cannot be removed, they will be covered with tape.
- On swimming days, please remove earrings and leave at home.

4.2 Where to Purchase Branded Items

Our uniform can be purchased from Orchard Clothing

Contact details for Orchard Clothing:

Unit 30 Dunlop Road

Redditch

Worcs. B97 5XP

Telephone: 01527 545555

Email: admin@orchardclothing.co.uk

Website: <https://orchardschoolwear.co.uk>

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 are also expected to contact the Principal 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 Principal 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.

Disputes about the cost of the school uniform will be:

- Resolved locally
- Dealt with in accordance with the Trust'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 Senior Leadership Team if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by 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.

5.4 Governors

The local academy 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/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 re-tendering contracts at least every 5 years.

6. Monitoring arrangements

This policy will be reviewed annually by the Principal and at every review, it will be approved by the Local Academy Governing Board.

7. Links to other policies

This policy is linked to our:

Behaviour Policy

Anti-bullying policy

CRST Equality, Diversity and Inclusion Policy