

Highburton CE First Academy

Uniform Policy

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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](https://www.legislation.gov.uk/ukpga/2010/15/contents) 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 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 to get in touch with the Headteacher 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](https://www.gov.uk/government/publications/cost-of-school-uniforms/cost-of-school-uniforms) 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.

We will do this by:

* Carefully considering whether any items with distinctive characteristics are necessary.
* Limiting any items with distinctive characteristics where possible. For example, by not insisting that the school jumper features the school logo.
* 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.

**4. Expectations for school uniform**

**4.1 Our school’s uniform**

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| --- |
| **Item of uniform** |
| White or Red Polo Shirt (with or without school logo) |
| Red Sweatshirt/Cardigan (with or without school logo) |
| Grey / black trousers /skirt / tailored shorts |
| Summer check or striped dress in school colours of red & white |
| Plain black, sensible **shoes or boots, with no other colours** for school. Trainers are allowed, as long as they are plain black. Flipflops, Crocs and heeled shoes are **not appropriate**. |
| **PE Wear** |
| House colour t-shirt |
| Plain navy / black shorts/leggings (or joggers in colder weather) Plain navy/ black knee length cycling shorts are allowed. Plain navy/ black skort |
| Blue, Black or School jumper (in colder weather) |
| Suitable, safe footwear such as trainers for outdoor PE |

**4.2 Where to purchase it**

Our uniform can be obtained from ‘Term Time Wear’ in Huddersfield; [Highburton CE First Academy Archives - Term Time Wear](https://www.termtimewear.com/product-category/shop-badged-uniforms/primary-schools/highburton-ce-first-academy/) or Top Class School Wear in Skelmanthorpe; [Highburton First School - Huddersfield Primary Schools - School & Academy uniforms](https://topclassschoolwear.co.uk/school-uniforms-uk/huddersfield-primary-school-uniform/highburton-first-school). Parents can also order uniform without the school logo online with several supermarkets and other high street retailers such as next and H&M.

If you require support with providing uniform, or wish to recycle uniform there is a scheme called Uniform Exchange where you can apply for items of "preloved" uniform at no cost. This scheme is open to all, it is not means tested and we would happy to provide you with further information. You can ask for items of clothing, pumps, PE kits, school shoes and coats if required. Speak to your class teacher or the school office.

**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 Headteacher 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 the Headteacher if they want to request an amendment to the uniform policy in relation to their child’s protected characteristics.

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, where required

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, and support this with sharing a Uniform Expectations letter with them, but will follow up with SLT if the situation doesn’t improve.

Ongoing breaches of our uniform policy will be addressed through:

Dialogue with the parent / carer

Children being issued with the correct uniform / an alternative in 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.

**6. Appendix - Letter to go home for any child not adhering to the policy**

**Uniform Expectations**

Dear Parent / Carer

This letter is to inform you that your child has been wearing an item/s of uniform that are not in line with our school uniform policy. The details of the missing uniform are ticked below.

For full details of our uniform policy, please visit our school website at

[www.highburtonfirst.org.uk](http://www.highburtonfirst.org.uk) (parents information / school uniform).

Child’s name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name of adult completing this form: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

|  |  |
| --- | --- |
| **Item of uniform** | **Tick if correct item of uniform is required** |
| White or Red polo shirt (with or without school logo) |  |
| Red Sweatshirt/Cardigan (with or without school logo) |  |
| Grey / black trousers /skirt / tailored shorts/Pinafores |  |
| Summer check or striped dress in school colours of red & white |  |
| Plain black, sensible **shoes or boots, with no other colours** for school. Flipflops, Crocs and heeled shoes are **not appropriate**.  Trainers are allowed, as long as they are plain black. |  |
| **PE wear** | **Tick if correct item of uniform is required** |
| House colured t-shirt |  |
| Plain navy / black shorts/leggings (or joggers in colder weather)  Plain navy/ black knee length circling shorts are allowed.  Plain navy/ black skort |  |
| Plain Navy, Black or School jumper (in colder weather) |  |
| Suitable, safe footwear such as trainers for outdoor PE |  |

Any additional details:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Please ensure that your child has the appropriate uniform as soon as possible. If you require any advice, or support in this, please don’t hesitate to contact school. Remember to clearly label all items of uniform with your child’s name.

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Kind regards

Mr Booth

Head of School