



HIGHFIELDS SCHOOL

UNIFORM POLICY

BOUNDARY WAY, PENN, WOLVERHAMPTON, WV4 4NT
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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

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 students 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 students (excluding the VAT that must be paid by older students)
- Allow students to wear headscarves and other religious or cultural symbols
- Allow all students to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow for adaptations to our policy on the grounds of equality by asking students or their parents to get in touch with their Head of School who can answer questions about the policy and respond to any requests

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) 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 good value, high-quality and long lasting by:

- Limiting the number of items with distinctive characteristics to essential items
- Avoiding different uniform requirements for different year groups and providing any that are necessary such as different ties
- Avoiding additional uniform requirements for extra-curricular activities
- Avoiding frequent changes to uniform specifications
- Providing financial support to families
- Making sure that arrangements are in place for parents to acquire second-hand uniform items
- Consulting with parents and students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

Expectations for school uniform

Uniform Overview

All branded Uniform and PE Kit items from the Highfields range must be purchased through local school outfitters [Lads & Lasses](#). Please contact your child's Year Team should you have any specific difficulties relating to the provision of school uniform.

Essential Branded Items

- School tie
- Blazer with school badge
- Black skirt (Plain or Pleated) with school logo OR
- Black Trousers with school logo

Optional Extras (Not Required)

- 'V' Neck jumper with school logo and maroon stripe
- Cardigan with school logo and maroon stripe
- Tank top with school logo and maroon stripe

Generic Items

- Plain white shirt or blouse with collar. Shirts should be able to be buttoned to the top, long enough to be tucked into skirt or trousers and a loose-fitting style
- Plain black leather shoes with a suitable low heel for school. Please do not purchase shoes with visible or coloured logos. No boots, trainers, brown or canvas shoes should be worn.
- Tights should be black, plain, and not patterned
- Socks should be black or white ankle socks



PE Kit

Students will wear full uniform each day and change for PE, Dance and sports activities. If your child is attending sporting clubs before school, they can change into uniform after the activity, before lessons start.

Essential Items

- Branded Polo Top
- Branded Shorts or Skort
- Base Layer
- Socks



Optional Extras (Not Required)

- Jogging Bottoms
- Leggings
- Leotard
- Mid Layer
- Showerproof Jacket



Generic Items

- Trainers

Expectations for our school community

Students

Students are expected to wear the correct uniform at all times whilst on the school premises, travelling to and from school and at out-of-school events or on trips that are organised by the school, or where they are representing the school (as required).

Please note the following:

- Apart from one small ring and a watch, jewellery may not be worn in school. Students may wear one pair of small plain studs; these must be removed for PE activities. Piercings should be safe, subtle and discreet. Facial piercings with studs or rings are NOT accepted.
- Items of jewellery and mobile phones are brought to school at your own risk.
- Any make-up worn should be minimal and appropriate. Nail polish should be subtle and of one colour, long false nails should not be worn to school.
- False eyelashes should not be worn to school.
- Outdoor coats made of denim, leather or suede should not be worn. Outdoor coats, hats and caps should not be worn inside the school building. Hooded tops may not be worn in school or on the way to or from school.
- Blazers should be worn at all times and cannot be removed in lessons without permission from a member of staff.
- Jumpers should not be worn as a substitute for a blazer. Any t-shirts or undergarments worn under the school shirt should not be visible through the shirt.
- Ties should be of a suitable length and not loose hanging.
- It is not acceptable for students to have patterns cut or unnatural colours dyed into their hair or eyebrows.
- Uniform should be worn appropriately and correctly without modification.
- Torn or damaged items should be replaced as soon as possible.

The school applies a common-sense approach to general appearance. This allows us to achieve a balance in our approach to hairstyles, hair colours, piercings and application of make-up. Whilst we do not prohibit specific 'styles' of appearance outside of our uniform code we reserve the right to address/prohibit anything we feel is excessive, inappropriate or extreme.

Parents and carers

Parents/carers are expected to make sure their child has the correct uniform and PE kit, and that every item is clean and in good condition.

Parents/carers are also expected to contact their child's Head of School if they want to request an amendment to the Uniform Policy in relation to the cost of the uniform or their child's protected characteristics.

Parents/carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner. We will work closely with parents to arrive at a mutually acceptable outcome. Disputes about the cost of the school uniform will be dealt with in accordance with our school's complaints policy

Staff

Staff will closely monitor students to make sure they are in correct uniform. They will give any students and families breaching the uniform policy the opportunity to comply but will follow up if the situation does not improve.

In cases where financial hardship has resulted in a student not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

Governors

The 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 and students
- Offers a uniform that is appropriate, practical and safe for all students

The board will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money. We will re-tender our uniform contracts at least every 5 years, the next time this will be done will be in 2023/24.

Monitoring arrangements

This policy will be reviewed annually by Heads of School and approved by the Local Governing Board if significant changes are made.

Links to other policies

This policy is linked to our:

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

July 2023