



SCHOOL UNIFORM POLICY

Recommended by: ASa

Recommendation Date: Summer 2026

Ratified by: LAGB

Signed:

A handwritten signature in black ink, consisting of a stylized 'A' followed by a long horizontal line.

Position on Board: Chair of Governors

Ratification Date: 14.7.26

Next review: Summer 2029

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
- This policy seeks to ensure uniform requirements are proportionate, gender-neutral, minimise compulsory branded items and provide clear routes for reasonable adjustments

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 by limiting compulsory branded items to reduce cost and enable parents to shop around for unbranded alternatives
- Allow all pupils to have long hair (though we may request long hair to be tied back where it is a health and safety requirement — requests will be proportionate and subject to reasonable adjustment requests)
- 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. Requests for reasonable adjustments under the Equality Act will be recorded and handled sensitively.

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 clear, unbranded alternatives for all items except for a small number of essential branded items

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible
- To keep costs down we will limit compulsory branded items to no more than three items and a tie. Branded items will be low-cost and long-lasting (for example, a blazer or tie).
- 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.

4.1 Our school's uniform

Uniform:

- Ipsley blazer with gold piping and Ipsley C of E Middle School logo. (Compulsory branded item)
- A **formal** white collared shirt buttoned to the neck – not stretchy or tight fitting.
- Ipsley C of E Middle School tie. (Compulsory branded item)
- **Formal** black school trousers – chinos, jeans, skinny, stretchy, or lycra trousers are not permitted. Trousers should not have external buckles, rivets, zips, patterns or logos.
- **Formal**, black, **knee-length** school skirt worn with black opaque tights. The skirt must not have external buckles, rivets, zips or logos. The skirt should not be of lycra/stretchy/tight fitting material.
- **Formal**, plain, black shoes without logo, branding and or sparkly fittings. Trainers or pumps are not allowed. Heels must not be more than 2cm. Boots are not allowed; however, during bad weather pupils may walk to school in appropriate footwear and change into their shoes upon arrival at school.
- Pupils should wear plain black socks (no fluffy or coloured/patterned socks)

- If the weather necessitates, pupils can wear hats when spending time outside.
- In the winter, a plain, black smart jumper (no sweatshirts, hoodies or zip up tops) can be worn under the blazer.
- Plain hats, gloves, scarves and **permitted** snoods are allowed, and will be removed during lessons.
- Pupils are expected to wear an appropriate coat or fleece to school over their blazer. **Hoodies or hooded tracksuit tops are not to be worn.**

PE Kit:

- Polo shirt embroidered with school logo. (Compulsory branded item)
- School coloured shorts – navy with a gold panel. (Compulsory item)
- Appropriate plain black or navy leggings/tracksuit bottoms – **no mesh panels, stripes or logos/slogans where possible, but if necessary only small, discreet logos.**
- Appropriate plain black or navy sports jumper – **no logos or slogans where possible, but if necessary, only a small, discreet logo. No hoodies.**
- Navy blue socks and shin pads.
- Appropriate trainers for indoor use (no black soles or converse style trainers) and appropriate trainers for outdoor use.

Optional items available:

- School logoed rugby shirt for winter games.
- School logoed fleece.
- School logoed leggings.
- Football/rugby boots.

Other:

- Make up is not allowed. Please speak to our pastoral team if there are extenuating circumstances. Exceptions for medical, SEND or cultural reasons may be agreed as reasonable adjustments. Parents/pupils should contact pastoral staff to request this
- False eyelashes, false nails, coloured nail varnish, gels, tips or acrylic nails are not allowed.
- Hair styles should be sensible and age appropriate. Long hair should be tied back using slides and bobbles in school colours only; oversized bows or headbands are not allowed.
- Hair should not be shaved anything less than a number 2. Shaved undercuts, lines or patterns are not permitted in the hair or eyebrows.
- Hair should only be natural hair colours.
- One plain stud ear-ring per ear, on the lobe is allowed; no other piercings or jewellery are allowed. (This includes rings, bangles and necklaces)

4.2 Where to purchase branded items

Orchard Clothing Ltd.

Address – 30 Dunlop Road, Hunt End Trading Estate, Redditch, B97 5XP

Website – www.orchardschoolwear.co.uk

Telephone – 0845 208 0471

Parents/carers will have access to a school 'Swap Shop' for pre-loved uniform and shoes that will be available at no cost.

Unbranded items such as shirts, skirts, trousers, socks, plain PE jumpers and leggings/tracksuit bottoms are available from local supermarkets and clothes retailers.

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 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 Senior Leadership Team if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by our Behaviour and Relationships 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 utilising stock from the 'Swap Shop' where possible. Staff should also consider whether a uniform issue may

be linked to a protected characteristic and direct families to the Principal/pastoral lead for a reasonable adjustment discussion

5.4 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/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 reviewing supplier arrangements regularly (at least every 3–5 years) to ensure best value, and avoiding exclusivity clauses that prevent parents from shopping around.

6. Monitoring arrangements

This policy will be reviewed every 3 years by the Principal and at every review, it will be approved by The Board of Governors.

7. Links to other policies

This policy is linked to our:

Behaviour and Relationships Policy

Anti-bullying policy

CRST Equality Policy

SEND policy