School Uniform Policy

Hillborough Infant and Nursery School

Owned and Written by: Senior Leadership Team	**Date:** July 2026
Approved by: Full Governing Body	**Date:** July 2026
Next Review:	**Date:** July 2028
This policy has been updated to reflect the General Data Protection Regulation (GDPR) and Data Protection Act 2018, and it supersedes the HM Government Information Sharing Guidance for Practitioners and Managers published in March 2015.	

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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 guardians;
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010;
- Clarify our expectations for school uniform.

2. Legislation and guidance

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 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 the Senior Leadership Team 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/guardians; 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, the School jumper / cardigan featuring the School's logo;
- Considering cheaper alternatives to school-branded items, such as plain red jumpers / cardigan;
- Keeping the number of optional branded items to a minimum, so that the School's uniform can act as a social leveler;
- Avoiding different uniform requirements for different years or classes;
- 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

Our School Uniform consists of: -

Winter uniform:

- Grey or black trousers, tunic or skirt;
- White shirt, blouse or polo shirt;
- White, grey, red or black socks or tights;
- Plain red sweatshirt / cardigan or a red sweatshirt / cardigan with the school logo;
- Black shoes which can be fastened and unfastened independently;
- A plain or logo'd red book bag – which can be purchased from the School office.

Summer uniform variations:

- Red and white gingham dress;
- Grey/black shorts.

P.E Kit:

- Black shorts;
- White T-shirt;
- Black jogging bottoms (outside P.E only)

- A plain or logo'd drawstring bag - which can be purchased from the School office.

Footwear

For health and safety reasons we do not allow children to wear shoes with platform soles or heels. All children are required to wear plain black shoes. If boots are worn these should also be plain black, for example boots which are flat, ankle boots or boots below the knee. Sandals are also discouraged on the grounds of health and safety.

Jewellery

For health and safety reasons we do not allow children to wear jewellery. The exceptions to this rule are stud earrings, and small objects of religious significance (parents will need to sign a disclaimer form). Earrings are to be removed on P.E days. Please note: Teachers are not permitted to remove earrings.
Wristwatches are only allowed if pupils are able to tell the time.

Extreme haircuts and general appearance

The School does not permit children to have haircuts that could serve as a distraction to other children. The use of styling products should be kept to a minimum and children should not have decorative patterns cut into their hair or have hair coloured or dyed. Make up and nail varnish should not be worn to school. Extreme hairstyles are not appropriate for school.

Ribbons/bows or 'scrunches' should be plain and either red, grey, black or white. Hair bands should be plain and not have any objects attached. Headscarves should be in school colours, red, grey, black or white.

4.2 Where to purchase uniform

A red sweatshirt and/or cardigan with the school logo can be purchased from the school using our online payment system. A plain red sweatshirt / cardigans (without logo) and all the other uniform requirements can be purchased from many 'high-street' retailers.

The School office has details about some second hand uniform the School holds. Also, parents/guardians can visit the Uniform Exchange Project situated in the Gallery Level of The Mall, Luton Arndale Centre, with items of uniform that are no longer required (Level Trust). These can then be swapped for other items that are needed. The charity works on an exchange system and encourages families to both give and receive.

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;

- At out-of-school events or on trips that are organised by the School, or where they are representing the School (if required).

5.2 Parents and guardians

Parents and guardians 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 expected to contact the Senior Leadership Team 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 the correct uniform. Our Family Support will give any pupils and families breaching the uniform policy the opportunity to comply initially, and will follow up with the Senior Leadership Team if the situation does not improve.

Ongoing breaches of our uniform policy will be dealt with by the Headteacher. 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 Governing Body 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/guardians and pupils;
- Takes into account the views of the School Council;
- Offers a uniform that is appropriate, practical and safe for all pupils.

6. Monitoring arrangements

This policy will be reviewed every two years. At every review, it will be approved by The Governing Body.

7. Links to other policies

This policy is linked to our:

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