



Uniform Policy

Policy Number	5
Approval Date	July 2024
Review Date	July 2025
Governors' Sub-Committee	Students, Parents and Community
Statutory Policy	No

Signed:

A handwritten signature in black ink, appearing to be 'P. ...'.

Chair of Governors

Date: **July 2024**

Contents

1. Aims	3
2. Our school's legal duties under the Equality Act 2010.....	3
3. Limiting the cost of school uniform	3
4. Expectations for school uniform	4
5. Expectations for our school community.....	8
6. Monitoring arrangements	9
7. Links to other policies	9

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 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 broadly 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 in line with school expectations yet makes them feel comfortable
- Allow pupils to wear headscarves and other religious or cultural symbols in line with our agreed expectations
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with Mr Emery, Behaviour and Attendance Manager, 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 and 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'/carers' 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
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as blazers and ties
- Considering cheaper alternatives to school-branded items

- 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 year groups
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents/carers to easily and sensitively acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers 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

School Uniform, Jewellery, Make-Up and Hairstyles Expectations for 2022-23 (as at 20/07/22)

A. Uniform – PLEASE MARK EVERY ITEM WITH YOUR CHILD'S FULL NAME

- **Blazers**
All students must wear the official branded school blazer in school and on their way to and from school. Sleeves must be worn at the full length; they must not be rolled up or pulled up.

- **Coats**
A plain, full-length black coat or anorak, covering the top of trousers/skirts.
Unacceptable items include: Coats of any other colours; leather or leather-look jackets or coats; hoodies; tracksuit tops; fleeces; sweatshirts; jackets; denim jackets; coats containing large wording; camouflaged, patterned coats; markings, symbols or stripes; coats with excessive, unnecessary zips; coats from sports teams, any other leisurewear.

Please note that a jacket is an item that fits mid-stomach and tends to be lighter and less insulating than a coat. An example of such an item is the 'Harrington jacket' which is defined by its checked lining. Jackets of all types are not allowed.

- **Shirts/Blouses and Ties**
Plain red shirt or blouse tucked in please. Higham Lane branded clip-on tie only (old style ties are no longer sold by uniform suppliers as they are not allowed); top button done up on shirt, please.
- **Sweatshirt and Sweater**
Optional: Official branded Higham Lane plain, black, V-necked sweatshirt or sweater with embroidered Higham Lane School logo. Unacceptable items include: any other sweater, sweatshirt, jumper or cardigan.
- **Trousers and Skirts**
Plain black, polyester trousers in good condition, not fraying. They should be tailored and suitable for business wear.

Unacceptable items include: cords, cotton or denim or flares. Trousers that are skin-tight and also limit the ability to tuck shirts in.

Skirt: Either the official branded plain black pleated HLS skirt with school logo. Or: a plain, black, pleated skirt with no logo that is of an appropriate length - that sits just on or above the knee and

and is not rolled up or worn high above the knee. (Please kindly note: The Years 10 and 11 2022-23 are the last two year groups who can wear straight skirts if they fit appropriately. Younger year groups will not be able to wear these).

Acceptable Skirt	Not Acceptable Skirts	Acceptable Trousers	Not Acceptable Trousers
			

- **Belts**
Plain black belt only. Unacceptable items include: belts of other colours; large buckles and patterned belts.
- **Socks/Tights**
Plain black or grey socks only should be worn with trousers. Plain black opaque or flesh coloured tights or plain black ankle socks should be worn with the skirt. No socks with lace trims or frills are allowed.
- **Shoes and Boots**
Flat-heeled, plain, smart black leather or leather-look formal shoes.
Plain, smart, ankle-height, black leather or leather-look formal boots.
Shoes and boots should be worn with trousers covering ankles and have only black laces.
Boots cannot be worn with skirts.

Unacceptable items include: trainers - this includes plain black training shoes that look like shoes. Training shoes tend to have a sports logo and/or brand on them such as Adidas, Nike, Puma, Lonsdale, Umbro etc. They also have a rubber sports sole. These types of shoes are not acceptable. Leisure trainers and/or casual shoes such as Vans and Converse are also not acceptable. High-heels, shoes with coloured sections. Suede shoes or boots. Pumps. Canvas shoes or boots. Boots above ankle-height, particularly military-style, construction worker-type, Dr Martens etc. Coloured or multi-coloured laces. Please see School website for further information.

- **Hats**
Hats should not be worn on the school site unless we have very cold or very sunny weather. No hats should be worn inside the school buildings.
- **Scarves**
Scarves should not be worn inside the school buildings.

Students who attend school in incorrect uniform, including unacceptable footwear, will be lent the correct item from Student Services. Refusal to wear these items will result in the student being placed in the Inclusion Room. Repeated refusal to cooperate with our expectations may result in the student being given a suspension until they wear the correct uniform. Please note: it is not acceptable for students to be excused from wearing the correct uniform because they are

waiting for a repair or for items to be delivered. Alternative footwear for medical reasons may be considered but this is at the School's discretion.

B. Make-up

Years 7 and 8 are not allowed to wear make-up. Years 9, 10 and 11 can wear a discrete amount, but may be asked to remove excessive amounts. Eyeliner flicks are not allowed. Students refusing to remove make-up will be placed in the Inclusion Room and parents/carers will be contacted. False eye lashes, coloured nail varnish and/or false nails are also not allowed.

C. Jewellery

No jewellery other than a watch, school badges and one, small, plain ear stud per ear may be worn. Other piercings such as spacers, lobes, forward helix and industrial piercings are not allowed. The School decision on this is final. If a student is unsure about the suitability of a piercing, they should check with their Progress Leader before having it done. The wearing of jewellery in PE is not allowed for health and safety reasons. PLEASE NOTE: necklaces and jewellery should not be worn.

PLEASE NOTE: it is not an acceptable excuse for a student to ask to wear unapproved jewellery to prevent a pierced ear or nose from closing up. Covering piercings with a plaster or other item is not acceptable. In these circumstances, a student refusing to remove an item of jewellery will be placed in the Inclusion Room and parents/carers will be contacted.

D. Hairstyles

Long hair should be tidy, should not cover the eyes and should be tied up for health and safety reasons during certain lessons such as PE, Science and Technology. Hair slides/bands/skrunchies should be plain in colour and design. No other hair accessories such as bandannas, flower garlands or flowers are allowed.

Parents/carers should not allow their children to have hairstyles that break the rules during term time. If these instructions are not followed, students will be placed in the Inclusion Room and parents/carers contacted.

Please bear in mind that hair dyes take several days to wash out and tramlines take several days to grow back. Please save experimentation to the summer holiday.

Not acceptable: Colouring that stands out and is obviously different from the student's natural hair colour (eg pink, blue, green, red etc.); tramlines; shaved areas that leave hair at different lengths; hair shaped into patterns.

Please be aware of recent trends where the sides and back of the head is cut short leaving a distinct line/edge between that area and the rest of the hair (sometimes known as an 'undercut' or 'disconnection'). This type of haircut is not allowed.

E. Tattoos

Students are not allowed to have tattoos.

F. PE Kit

The PE kit available from our two current uniform suppliers- The Schoolwear Centre and Matchfit Kit. The kit can also be viewed on the school website.

Girls (compulsory)

- Training shoes, clean and appropriate for indoor use
- Red/black shorts with HLS logo or without HLS logo
- Red/black polo shirt with HLS logo
- Red/black sports socks with HLS lettering or plain black sports socks
- Red/black hoodie with HLS logo

Optional

- Plain, black track suit bottoms
 - Red baselayer
 - Higham Lane sports leggings with logo (no other leggings are allowed)
- (We would recommend all of the above optional items as a lot of the lessons are outside)

Boys (compulsory)

- Training shoes, clean and appropriate for indoor use
- Football boots
- Red/black polo shirt with HLS logo
- Red/black shorts with HLS logo or without HLS logo
- Reversible rugby top
- Red/Black sports socks with HLS lettering or plain black sports socks

Optional

- Plain, black track suit bottoms
- Red/black hoodie with HLS logo
- Red baselayer

(We would recommend all of the above optional items as a lot of the lessons are outside). Please mark every item with your child's full name. All students are expected to have the compulsory items for the first PE lesson.

We communicate the following expectations to parents/carers:

“Thank you for your assistance in supporting smart appearance in Higham Lane School students. The overwhelming majority of our students meet these expectations and look extremely smart every day. We hope you will agree that these are simple, straight-forward expectations. By encouraging your child to follow these rules, we can all focus on teaching and learning and achievement, not waste time phoning you about inappropriate footwear or hairstyles. Parents/carers have agreed to send their child/children to this school. Adhering to our school uniform, jewellery, make-up and hairstyles expectations is essential”.

Inappropriate items will be confiscated from students, where appropriate and students will face further sanctions if they refuse to comply with these rules. We know that this will be a very small number of students as the overwhelming majority of students will meet with our expectations.

Thank you, in anticipation, for your support.

4.2 Where to purchase it

The Schoolwear Centre, 36 Newdegate Street, Nuneaton CV11 4EU Tel: 02476341682

Match Fit Kit, Weddington Road, Nuneaton CV10 0AD Tel: 02476350630

Certain non-branded items are available from other high street retailers.

Second-hand uniform in good condition is available from Student Services at Higham Lane School.

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 requested to)

Pupils are also expected to contact Mr Emery, Behaviour and Attendance Manager, if they want to request an amendment to the School 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 Mr Emery, Behaviour and Attendance Manager, if they want to request an amendment to the School 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/carers 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 School Uniform Policy the opportunity to comply, but will follow up with the Progress Leader, Behaviour and Attendance Manager and, if necessary, the Headteacher if the situation doesn't improve.

Ongoing breaches of our School Uniform Policy will be dealt with in line with the school's Behaviour Policy.

In cases where it is suspected that financial hardship has resulted in a pupil not complying with this School Uniform Policy, staff will take a sensitive, mindful and considerate approach to resolving the situation.

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 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 avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

6. Monitoring arrangements

This policy will be reviewed every year by Mr Emery, Behaviour and Attendance Manager. At every review, it will be approved by the Students, Parents, Community and Safeguarding Governors' Sub-Committee.

7. Links to other policies

This policy is linked to our:

- Behaviour Policy
- Equality information and objectives statement
- Anti-Bullying Policy
- Complaints Policy