



Ashgate Croft School

School Uniform Policy

Contents:

[Statement of intent](#)

1. [Legal framework](#)
2. [Roles and responsibilities](#)
3. [Cost principles](#)
4. [Equality principles](#)
5. [Complaints and challenges](#)
6. [School uniform supplier](#)
7. [Uniform assistance](#)
8. [Non-compliance](#)
9. [School uniform](#)
10. [Adverse weather](#)
11. [Labelling and lost property](#)
12. [Monitoring and review](#)

Statement of intent

Ashgate Croft School believes that a school uniform policy is vital for:

- Providing a sense of belonging and identity.
- Setting an appropriate tone for education.
- Ensuring health and safety.
- Ensure that pupils are comfortable and can access learning.

For the purposes of this policy, **“uniform”** includes the following elements of pupils' appearance:

- Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. non-uniform.
- Hairstyles and headwear.
- Jewellery and other accessories.
- Cosmetics such as makeup and nail polish.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, is affordable, and provides the best value for money for both the school and pupils' families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in a way that sets an appropriate tone for education.

In writing and updating this policy, we have sought to:

- Engage with parents and pupils.
- Consider how this policy might affect groups represented in the school, especially those who share protected characteristics as defined by the Equality Act 2010.
- Consider how comfortable the uniform will be for pupils.
- Take a sensible approach to allow for exceptions to be made, e.g. during adverse weather.
- Ensure that the uniform is suitable and safe for pupils who walk to school.
- Choose a PE kit which is practical, comfortable, appropriate to the activity involved and affordable.
- Ensure the policy is easy to access and understand.

1. Legal framework

This policy has due regard to all relevant legislation and guidance including, but not limited to, the following:

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy
- Pupil Equality, Equity, Diversity and Inclusion Policy
- LGBTQ+ Policy
- Tendering and Procurement Policy

2. Roles and responsibilities

The headteacher is responsible for:

- Establishing, in consultation with the school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible, inclusive, and does not disadvantage any pupil because of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating in this policy how best value for money has been achieved.
- Ensuring compliance with the DfE's '[Cost of school uniforms](#)' guidance.
- Enforcing the school's uniform rules on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.

Staff are responsible for:

- Ensuring that pupils dress in accordance with this policy.

Parents/carers are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher if their child requires an exemption to the uniform rules for a period of time, with a reason why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

3. Cost principles

The school will develop its uniform policy in relation to the following starting principles:

- The school will seek to ensure that the uniform is affordable. In so doing, the school will consider the total cost of school uniforms, taking into account all items of uniform or clothing parents will need to provide while their child is at the school.
- The school will seek to keep the use of branded items to a minimum.
- The school will seek to ensure that uniform supplier arrangements give the highest priority to cost and value for money, including the quality and durability of the garment.
- The school will seek to ensure that second-hand uniforms are available for parents to acquire. Information on second-hand uniforms will be published on the school's website.

Principles in practice

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or possibly will be in the future, pupils at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform.
- LAC and PLAC.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school will keep variations in school uniform for different groups of pupils, e.g. year group-specific items or house colours, to a minimum to ensure that pupils can get the most wear out of their uniform and that parents can pass some items down to younger siblings.

The school will keep branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, e.g. supermarkets, due to the item's logo, colour, design, fabric or other unique element. Where the school requires an item of

branded clothing, it will assess how prices can be kept as low as possible and put measures in place to facilitate this. This may include:

- Making donated second-hand uniform available to all.

The school will meet the DfE's requirements and recommendations on costs and value for money. Care will be taken to ensure that school uniform is affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school will work with multiple suppliers to obtain the best value for money possible. Any savings negotiated will be passed to parents where possible. The school will not enter into exclusive single-supplier contracts or cash-back arrangements. More information on supplier processes can be found in the '[School uniform supplier](#)' section of this policy.

The school will not make frequent changes to uniform requirements and will take the views of parents and pupils into account when considering any changes.

4. Equality principles

The school takes its legal obligation to avoid unlawfully discriminating against any pupil very seriously.

In line with the above, the school will aim to ensure that its uniform policy is as inclusive as possible so that all pupils can access a school uniform which is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that, where appropriate and with pupils' consent, views and advice are sought specifically from pupils, and parents of pupils, who:

- Are transgender or non-binary.
- Are of a religious or cultural background that has specific dress requirements.
- Have SEND and/or sensory needs.

Parents' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

Information on how the school ensures its uniform policy does not discriminate against pupils with specific protected characteristics is outlined below.

Gender

To avoid disproportionately impacting pupils of a certain gender, the school will ensure that the cost of uniform is as equal in price as possible across items for all genders.

This includes:

- Adhering to the procedures laid out in the '[Cost principles](#)' section of this policy.
- Not directly requiring pupils of a certain gender to buy additional uniform, e.g. by requiring female pupils to buy both trousers and skirts.

The school will implement a gender-neutral uniform, meaning that pupils will not be required to wear specific items based on their gender, and may wear any of the uniform items listed in the '[School uniform](#)' section of this policy regardless of the legal sex recorded on the school's records. Transgender pupils are supported to access the uniform that best reflects their gender expression in line with the LGBTQ+ Policy.

Religion and belief

To avoid disproportionately impacting pupils of a certain religion, belief or culture, the school will ensure that there is flexibility to allow pupils to present themselves in a way that adheres to their dress requirements as far as possible, within the school's uniform policy.

The school will endeavour to meet all requests for amendments to the uniform for these purposes; however, the needs and rights of individual pupils will be weighed against any health and safety concerns appropriate to the circumstances, e.g. if safety headgear needs to be worn.

Race

To avoid disproportionately impacting pupils of a certain race, the school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a pupil's ethnic origin, e.g. natural Afro hairstyles.
- Not banning hairstyles worn because of cultural, family and social customs, e.g. cornrows.
- Not banning head coverings related to a pupil's culture or ethnic origin, e.g. African heritage head wraps.

The school will follow the good practice guidance provided by the Equality and Human Rights Commission on '[Preventing hair discrimination in schools](#)'.

SEND and medical conditions

To avoid disproportionately impacting pupils with SEND or medical conditions, the school will ensure its uniform policy takes into account the needs of these pupils. This includes:

- Ensuring the school uniform uses soft, stretchy fabrics and avoids intricate buttons or hard seams.
- Allowing variations to the standard uniform for pupils whose medical conditions may impact how they dress, e.g. pupils with casts who require loose-fitting clothing or pupils with hair loss-related conditions who wish to wear head coverings.

Where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

The school will ensure that it works with a supplier that acts in accordance with the school's values and principles on equality and inclusion.

5. Complaints and challenges

The school will endeavour to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

The school will refer individuals who wish to complain to the Complaints Procedures Policy and request that they follow the procedures outlined therein.

When a complaint is received, the school will work with the complainant to arrive at a mutually acceptable outcome.

The school has an agreed procedure in place with its uniform supplier to deal with complaints about the supply and quality of uniforms.

6. School uniform supplier

The school's current school uniform supplier is:

- **School Trends**
- **www.schooltrends.co.uk**
- **info@schooltrends.co.uk**

The school will be able to demonstrate how uniform is procured at the best value for money. The headteacher will work to ensure that the items are procured as cheaply as possible without compromising on the quality, e.g. by requesting standard-style items from the supplier rather than more intricate and unique designs.

The school will not sign contracts with suppliers before requesting visualisations and samples of proposed uniform.

Where the school is proposing to change suppliers, it will reach out to suppliers by **October** in the determination year.

7. Uniform assistance

Parents will be invited to donate their child's uniform when they no longer need it and regular second-hand uniform stalls will be set up during the year at school events to provide uniform for anyone that requires it, the pastoral team will also 'hold' spare uniform for anyone that needs it. Any families struggling with the cost of uniform or appropriate school clothing will be referred to the school Pastoral team to discuss support options.

8. Non-compliance

While the school has no official requirement to wear school uniform, it is expected the clothing worn to school will be appropriate and safe for the school environment. If these requirements are not met, the headteacher, or a person authorised by the headteacher, will be permitted to contact parents/carers to request alternative clothing to be brought into school to change in to.

9. School uniform

Clothing

While Ashgate Croft School does have a school uniform, due to the complex needs of the students it is recognised that some students may find wearing school uniform challenging, and the enforcement of this may cause stress and anxiety about coming to school. Due to this, there will be no sanctions where the official uniform is not worn, as long as the clothing worn is practical, appropriate, and safe for a school environment and the weather conditions.

Post 16 students do not need to wear school uniform and can wear their own clothes; however these must be practical, appropriate and safe for the school environment.

The school uniform is as follows:

Item	Optional or required	Branding	How to acquire	Cost per item from school supplier
Regular school uniform				
Plain Sweatshirt/Cardigan/Hoodie/Zoodie – any colour	Optional	School logo on right-hand side but no branding is required	Branded sweatshirt and cardigan available from school supplier or second-hand from school office. Sweatshirt or cardigan can be bought from regular retailers.	£11.25 - £16 depending on specific item
Plain Polo/T-shirt – any colour	Optional	School logo on right-hand side but no branding is required	Available from school supplier, second-hand from school office, and from regular retailers	£8
Grey/navy or black (dark coloured) - trousers/joggers or -knee-length skirt -knee length shorts -knee length summer dress	Optional	No branding	Available from regular retailers	N/A

Sensible shoes or trainers (no heels or open toes)	Required	No branding	Available from regular retailers	N/A
PE/sports kit				
t-shirt- any colour	Required	No branding	Available from school supplier and regular retailers	£8
Jumper/hoodie (for outside sport)	Required	No branding	Available from regular retailers and regular retailers	N/A
Shorts/jogging bottoms/leggings	Required	No branding	Available from school supplier and regular retailers	From £6.25
Trainers/plimsolls/pumps	Required	No branding	Available from regular retailers and regular retailers	N/A
Swimming Kit				
Swimwear	Required	No branding	Available from regular retailers	N/A
Towel	Required	No branding	Available from regular retailers	N/A
Incontinence swimwear	If required	No branding	Available from regular retailers	N/A

All school shoes must be flat heeled and must be fully enclosed (e.g. no open toe sandals) for health and safety reasons.

Parents are responsible for ensuring their child brings their PE/sports kit to school when needed.

All classes will attend forest school during the school year (parents/carers will be advised when their child's class is timetabled at the beginning of the year) and these sessions can be messy. It is recommended that clothing is sent into school on these days so that students can change into that are suitable for outdoor activities. Old clothing, or clothes that can get muddy (appropriate for the weather) would be ideal. Long sleeves must be worn unless otherwise specified.

Jewellery

The school rules on jewellery are as follows:

- One pair of stud earrings may be worn – no other piercings are permitted.
- A sensible wristwatch (smart watches must not be connected to networks) may be worn.

Parents/carers are advised that jewellery is not the responsibility of the school. Lost or damaged items will not be refunded. All jewellery must be removed if required in a specific lesson (e.g. PE/swimming) if the class teacher deems there is a health and safety risk.

Bags

Pupils must use an appropriately sized bag to carry their books and personal items.

School bags featuring inappropriate images, slogans or phrases will not be permitted.

The school will discourage pupils from bringing valuable bags to school. The school will not be liable for lost or damaged school bags.

Hairstyles and headwear

The school reserves the right to make a judgement on whether a pupil's hairstyle, hair colour or headwear is inappropriate for the school environment; however, the school will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be considered where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints Procedures Policy.

Pupils with long hair must ensure that this does not impede their vision, cover their face, or cause a health and safety risk. Long hair should be tied up if possible, during practical lessons, e.g. during PE.

Makeup and cosmetics

The school rules on makeup and cosmetics are as follows:

- False nails and nail extensions are not permitted.
- Nail polish is allowed, however nails must be kept short for health and safety reasons.
- If make up is worn, it should be natural and 'light touch.'

10. Adverse weather

All pupils will be advised to wear weather-appropriate clothing.

For hot temperatures, this includes wearing:

- Polo shirt/t-shirt (no strappy tops, tops must cover stomach and chest areas.)

- Shorts/Skirts need to be an appropriate style and length for school.
- Hats for use outside

Pupils will be advised not to wear any jumpers or coats during heatwaves. If outside during break times, pupils not wearing sun-safe clothing will be advised to stay in an area protected from the sun, or spare clothing is provided.

During hot weather, clothing must still be appropriate for school – e.g. shorts/skirts must be knee length, tops must cover chest area/stomach/shoulders, students must not remove T-shirts.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when outside.
- Warm jumpers.
- Trousers, or skirts and thick tights.

11. Labelling and lost property

Parents will be advised to ensure that all pupils' clothing and footwear is clearly labelled with their name and year group.

Any lost clothing will be taken to the lost property box in the school office. All lost property will be retained for one month and will be disposed of if it is not collected within this time.

12. Monitoring and review

This policy will be reviewed **annually** by the headteacher. The next scheduled review date for this policy is **January 2025**.

The school will engage with parents and pupils when reviewing this policy.

Any subsequent changes to this policy will be communicated to all staff, pupils, parents and other relevant stakeholders.