



Hiltingbury Junior School School uniform policy

Committee Responsible	FGB
Member of School Staff Responsible	Miss Z Loosemore and Mrs C Hartley
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This policy reflects the Department for Education's 2024 statutory guidance on school uniform, with specific reference to affordability, limiting branded items, and inclusion.

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:

- Make sure that our uniform costs the same for all pupils
- 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 to get in touch with the headteacher 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 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

We will do this by:

- Limiting items with distinctive characteristics. We only ask that school jumpers feature the school logo.

- Avoiding specific requirements for items pupils could wear and use on non-school days, such as coats and bags
- 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 via the HSPTA
- 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

The school recognises the need for flexibility in extreme weather. With the agreement of the Headteacher, pupils may adapt clothing for hot or cold conditions (e.g. wearing lighter trousers/skirts in hot weather, or warmer outerwear in winter – these should however be the same colour as that specified in this policy). Health, comfort, and safety will always be prioritised in line with DfE guidance.

4. Expectations for school uniform

4.1 Our school's uniform

Knee length skirt or pinafore dress - grey / tights – grey
 Trousers, shorts or skorts (available from Skool Kit)- grey
 Polo Shirt* - white with school logo (this can also be without a school logo and purchased from any retailer)
 Jumper* - navy with school logo
 Cardigan* - navy with school logo
 Shoes - black; suitable and sensible (not trainers)
 Summer Dress - blue and white checked
 Socks - grey, black or white (Boys and Girls)

Baseball Cap* - navy (optional)

Painting Overall (Boys and Girls)

PE

Every child should have a pair of trainers for outdoor activities.

PE shorts - black/navy (sitting no higher than mid-thigh – very short styles are not appropriate as school wear)

T shirt - white (Plain white or with the school logo*)

Jogging Trousers - plain black/navy, track suit (optional)

Jumper - plain black/navy jumper or hoodie

* These items, embroidered with our logo, can be ordered through School Trends, My clothing, previously Tesco, or purchased from School Kit in Eastleigh.

Please provide your child with a school bag, in which he or she can carry a lunch box, books, homework and various other items between home and school. The bag must fit in a locker. We ask that all items are clearly named.

Jewellery & Make Up

This is not appropriate in a primary school and we ask parents not to allow pupils to wear it. Children with

pierced ears may wear simple ear studs, but these must be removed for PE or covered by tape (to be provided by parents)

The policy complies with the Equality Act 2010 and Human Rights Act 1998. Uniform requirements are inclusive, gender neutral in option, and respectful of protected characteristics. Pupils may wear hairstyles, head coverings, or religious/cultural dress in line with guidance.

5. Expectations for our school community

5.1 Pupils

The wearing of uniform is strongly encouraged. It is noticeable that children who come to school smartly dressed, looking ready for a good day's school work, are more inclined to display the right sort of attitudes to behaviour and classroom studies. Uniform also helps to reinforce the feeling of school community.

5.2 Parents and carers

Parents and carers are expected to make sure their child has the correct uniform and PE kit, and that items are:

- Clean
- Clearly labelled with the child's name
- In good condition

Parents are expected to contact the Headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics or 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.

In cases where parents feel that they are not able to provide their child with the correct uniform due to financial hardship, they are encouraged to approach the school to seek advice.

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 Headteacher if the situation doesn't improve.

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 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.

The governing board will ensure the policy is reviewed regularly to confirm that uniform remains affordable, inclusive, and practical. Supplier contracts will be monitored to avoid exclusivity and encourage competition. The full policy and details of required uniform items (including which are branded) will be published clearly on the school website.

6. Monitoring arrangements

This policy will be reviewed every 3 years or in accordance with updated guidance. At every review, it will be approved by the full governing board.

7. Links to other policies

This policy is linked to our:

- Behaviour policy (including anti bullying)
- Equality policy
- Complaints policy