



# Hillcrest School Cramlington



## Uniform Policy

## **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

## **2. Duties:**

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 our school office who can answer questions about the policy and respond to any requests.

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

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
- 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 leveler
- 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

## **Expectations for school uniform:**

### **3.1 Our school's uniform:**

- Blue Hoody/Zippered Hoody (*main school*)
- Blue Polo Top (*main school*)
- Green Hoody/Zippered Hoody (*The Bridge*)
- Green Polo Top (*The Bridge*)
- Black/Dark Trousers/Joggers (non branded) or skirt
- Shoes or trainers

### **3.2 Our school's PE uniform:**

- Comfortable sports clothing
- Trainers

## **4.0 Cost and Availability**

Branded Hillcrest School hoodies and polo shirts are available online via Cloud9Leisure or TotstoTeams. Non-branded (without logo) polo shirts and hoodies are also available at a reduced price via Cloud9leisure online or at the Cramlington store.

Second hand school uniform is available for a nominal donation. Requests regarding second hand school uniform availability may be made via the school office. Donations of unwanted second hand uniform may be made at the school office at any time.

Good quality, clean uniform is also available free of charge or for a small donation from The Hope Centre Food Bank in Cramlington.

Parents/carers are also able to source similar items from other suppliers (e.g. supermarkets) with closest matching colours being accepted by school. Polo shirts if worn can be substituted with plain white.

## **5. Uniform Expectations**

### **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 school office if they would like 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 are also expected to contact the school office 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**

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.

### **6. Monitoring arrangements**

This policy will be reviewed on an annual basis. At every review, it will be approved by the governing body.

### **7. Links to other policies**

This policy is linked to our:

Special Educational Needs and Disabilities Policy

Complaints Policy