



School Uniform Policy

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An academy within:



“Learning together, to be the best we can be”



1. Aims

1.1. This Policy aims to:

- Set out our approach to ensuring any uniforms are of reasonable cost and offer 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. Legal Duties under the Equality Act 2010

2.1. The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics, which include age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

2.2. To avoid discrimination, our school will:

- Make sure that any uniform costs are 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 a way that is appropriate for school and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their clothing depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with the Headteacher, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

3. Limiting the cost of school uniform

3.1. Our school has a duty to make sure that any uniform we require is affordable, in line with statutory guidance from the Department for Education (DfE) on the cost of school uniform.

3.2. We understand that items with distinctive characteristics (such as branded items, or items that need 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.

3.3. We will make sure any uniform:

- Is available at a reasonable cost
- Provides value for money for parents/carers

3.4. We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics to no more than three items
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- Considering where appropriate alternatives to school-branded items where this does not compromise quality and durability
- 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 any uniform can act as a social leveller
- Making sure that arrangements are in place for parents/carers to 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

Our School's Uniform

- 4.1. There is no expectation that a student at either Hilltop or Forest View wear a uniform. Given the very complex and specific needs of the students who attend both sites for some a uniform is not appropriate. For example, some students have complex medical needs and require clothing that makes medical intervention accessible, or some students have sensory processing needs and certain materials, textures and colours can cause distress.
- 4.2. However, for some students the consistency and familiarity of a uniform is something they require and respond to well.
- 4.3. Therefore, we leave it up to parental discretion to decide what is best for their own child regarding the wearing of uniform.



Where to purchase our Uniform

- 4.4. Uniform is available from support@myclothing.com. Please see the Hilltop school website for details of the uniform available to purchase.

Second Hand Uniform

- 4.5. Second hand uniform will be available for parents to take, free of charge, at whole school events. Our school newsletter informs parents that, if they require any second-hand uniform, they can request it via the class team or school office and, if school has any appropriate in stock, it will be sent home with the child.