



UNIFORM POLICY

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Member of Staff Responsible for the Policy:	Matt Smith
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Statement of intent

Huntington believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all students regardless of their protected characteristics or socio-economic circumstances.

For the purposes of this policy, “**uniform**” includes the following elements of students’ 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.
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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.

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
- Positive Behaviour for Learning Policy
- PSHE Policy
- Procurement Policy

Roles and responsibilities

The governing board is responsible for:

- Establishing, in consultation with the head teacher and 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.
- Processing and approving all eligible School Uniform Assistance Application Forms.

The headteacher is responsible for:

- 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.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing board.
- Providing pupils with an exemption letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting shirt.

Staff are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Where appropriate to their role, disciplining pupils who are in breach of this policy.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.



Parents and carers are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the head teacher 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.
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Pupils are responsible for:

- Wearing the correct uniform at all times, unless the headteacher has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

Cost principles

The school will ensure that its school uniform is affordable and accessible to all students, and does not place an unreasonable financial burden on parents.

In accordance with the 'School Admissions Code', the head teacher will ensure that the school's uniform requirements do not discourage parents & carers from applying for a place for their child. 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 & carers.
- Parents and carers with multiple children who are, or will be in the future, pupils at the school.
- Parents and carers of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of students with protected characteristics that may impact their ability to access the uniform.
- Looked After Children (LAC) and Previously Looked After Children (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 student, 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 students, e.g. year group-specific items, 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.

- Ensuring branded items are longer-lasting and unlikely to be grown out of quickly, e.g. ties.
- Making donated second-hand uniform available for purchase at a lower price.

At Huntington School we are mindful of the cost and impact on the environment that new school uniform can have. To try to address this we run a recycled uniform service for branded uniform items. We take good quality pre-loved uniform, which is donated to us by parents, and organise sales to parents at low prices. Our aim is to provide good quality uniform at a reasonable cost to all pupils and also to recycle and re-use good quality uniform which would otherwise be sent for rags as it is branded and thus most recycling outlets cannot take it. Contributions are made on a 'pay as you feel' basis with recommended pricing ranging from £0.50 to £3.

All uniform is washed and packaged up carefully and checked to ensure it is good quality and suitable for re-sale. Profits from this contribute to being able to provide a diverse range of extra-curricular experiences for all students.

As all stock is donated, our stock varies all the time. To buy uniform, parents can contact us by email: uniform@huntington-ed.org.uk

Parents/carers can let the school know what they are looking for, and if we have it in stock, we will organise for it to be collected. All uniform is stored in school and is thus only available during term time, although we should have an idea if we have the item in stock for holiday requests. Once you have tried it on and are happy with it, a voluntary contribution can be made via Wisepay.

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 students, and that the best value for money is secured through reputable suppliers.

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



Equality principles

The school takes its legal obligation to avoid unlawfully discriminating against any protected characteristic very seriously. In line with this, 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 students' consent, views and advice are sought from all students.

Parents' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the head teacher 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 students with specific protected characteristics is outlined below.

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

This includes:

- Adhering to the procedures laid out in the 'Cost principles' section of this policy.
- Not directly requiring pupils of a certain sex to buy additional uniform, e.g. by requiring female students to buy both trousers and skirts.
- Not indirectly requiring students of a certain sex to buy additional uniform, e.g. by offering football in PE to only male students and requiring they buy football boots to participate.
- Not holding students of different sexes to different uniform standards, e.g. by banning certain hairstyles for only one sex.

The school will implement a unisex uniform, meaning that students 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 students are supported to access the uniform that best reflects their gender expression.



Religion and belief

To avoid disproportionately impacting students of a certain religion, belief or culture, the school will ensure that there is flexibility to allow students 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 students 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 students 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 student'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 student'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 students whose medical conditions may impact how they dress, e.g. students with casts who require loose-fitting clothing or students with hair loss-related conditions who wish to wear head coverings.

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



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.

School uniform supplier

The school's current school uniform supplier is:

Keal Teamwear
105 Walmgate
York
YO1 9UA

The school uniform supplier will accept school uniform assistance vouchers.

The governing board will ensure that a written contract is in place with the supplier for branded items. The school will retender the uniform contract every five years, whether changes to the uniform are made or not, in line with the Tendering and Procurement Policy.

The governing board will be able to demonstrate how uniform is procured at the best value for money. The head teacher 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.

The school will order new uniform each December. Where the school is proposing to change suppliers, it will reach out to suppliers by October in the determination year.

Uniform assistance

The school will support disadvantaged families in meeting the costs of uniforms. School uniform assistance will be provided via a voucher worth £60 that can be spent on school clothing. The budget for the school uniform assistance scheme will be derived from pupil premium funds.



For parents and carers to claim school uniform assistance, their children should be eligible for Free School Meals (FSM). Eligibility will be determined by checking original documents from the relevant authority, detailing receipt of the benefit and the address of the student.

Families who meet the criteria will be asked to complete a School Uniform Assistance Application Form and return it to the school office.

Parents will be invited to donate their child's uniform when they no longer need it.

Non-compliance

Staff will be permitted to discipline students for breaching this policy, where relevant to their role, in accordance with the school's Behaviour Policy.

The head teacher, or a person authorised by the head teacher, will be permitted to ask a student to briefly go home to remedy breaches to the school's uniform. When deciding whether to allow a pupil to return home, the member of staff will consider the pupil's age and vulnerability, the length of time it will take, and the availability of the student's parents. A parent will always be contacted before sending the pupil home – if contact with the student's parent cannot be made, the student will remain in school.

Where a student has been sent home to rectify uniform breaches, the absence will be recorded as 'authorised'. If a student repeatedly breaches uniform rules, or takes longer than necessary to rectify the absence, the absence will be recorded as 'unauthorised'.

Parents will be notified of students' breaches of school uniform in all cases.

School uniform

All students

- Trousers must be full length and plain black. Trousers must have a fastening/button at the top. No jeans, leggings or jogging bottoms can be worn.
- Skirts must be plain black and knee length.
- White shirt with a plain collar
- Students must have their top button and tie fastened correctly
- Huntington school jumper with logo
- Socks must be plain black or white
- Flat black shoes. No sports branded shoes/trainers (e.g. Nike/Vans/Converse), no open toed shoes.



Uniform Expectations

The following are not permitted:

- Hair styles which are extreme including multi-coloured hair, unnatural colours and tram lines
- Coats/Jackets, must not be worn in lessons and hoods must not be worn up inside the school building
- Hats/Caps, must not be inside the school building
- Make up – subtle make up only
- False eyelashes must not be extreme (i.e. no Russian eyelashes permitted).
- Nails – should not be painted, no acrylics/fake/gel nails are permitted
- Jewellery, only one stud per ear. No tongue or facial piercings (including clear studs). No rings, necklaces or bracelets are permitted

Huntington School PE Kit

- Navy sweatshirt with Huntington Logo **or**
- Navy and White reversible top with Huntington Logo
- Navy polo top with Huntington Logo
- Navy base layer top with Huntington Logo (optional)
- Navy or black base layer leggings
- Navy training pants
- Navy shorts or skort with Huntington Logo (not required if leggings or training pants worn)
- Navy knee length sports socks
- Shin pads (must be worn for hockey and football)
- Gumshield advised for hockey
- Trainers; running style. No fashion e.g. platform or plimsolls
- Studded boots

Notes

1. All kit should be clearly and indelibly marked with student's full name.
2. Aerosol sprays should not be brought to school.
3. Shin pads must be worn for football and hockey.
4. Asthmatics are responsible for having their inhalers with them at all times. These should also be clearly named.

Huntington School jumpers, ties and PE kit are only available from Keal Teamwear, York.



Bags

Pupils must use an appropriately sized waterproof bag to carry their books and equipment. It must hold A4-sized workbooks comfortably without causing any damage.

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 student'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 student by virtue of their protected characteristics. Each individual student's scenario will be taken into account 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.

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

The following hairstyles, hair colours and headwear are not considered appropriate for school:

- Brightly-coloured dyed hair
- Headwear with bold patterns or colours
- Excessive hair accessories
- Headwear featuring inappropriate words or images

Makeup and cosmetics

The school rules on makeup and cosmetics are as follows:

- Only natural-looking makeup is permitted
- False nails and nail extensions are not permitted
- Extreme false eye lashes (Russian style) are not permitted
- Only clear nail varnish may be worn
- Temporary tattoos are not permitted

Pupils wearing excessive makeup will be required to remove it.

Adverse weather

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

For hot temperatures, this includes wearing:

- Tops that cover the shoulder area.
- Sunglasses with UV protection when outside.



Students will be advised not to wear jumpers 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.

For cold temperatures, this includes wearing:

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

Labelling and lost property

Parents will be advised to ensure that all students' 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.

Monitoring and review

This policy will be reviewed every three years by the chair of governors and the headteacher. The next scheduled review date for this policy is July 2026.

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