

“The Summit is what drives us, but the climb itself is what matters”



## THE SUMMIT FEDERATION

Executive Headteacher: Mr. Damien Bond

### Uniform Policy 2025

| Document Status  |   |   |                    |
|--|---|---|--------------------|
| <b>Date of Next Review</b>   | February 2028                           | Full Governing Body   |                    |
| <b>Success Criteria for review completion</b>  | All docs read and amended as necessary. | <b>Responsibility</b>   | Chair of Governors |
| <b>Date of Policy Creation</b>   | September 2025                          | <b>Name</b>   | James Piggott      |
| <b>Date of Policy Adoption by Governing Body</b><br><br>26 <sup>th</sup> November 2025<br>V1   |   | <b>Signed:</b><br><b>(Governor responsible)</b><br><br><b>Signed:</b><br><b>(Headteacher)</b> |                    |
| <b>Method of Communication (e.g Website, Noticeboard, etc)</b><br><br>Website and Cloud System |   |   |                    |

## 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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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 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 uniform 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 Executive 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

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 (DfE) on the cost of school uniform.

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.

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 and/or long-lasting items, such as ties
- › Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't 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 the school's uniform can act as a social leveller
- › Avoiding different uniform requirements for different year/class/house groups
- › Avoiding different uniform requirements for extra-curricular activities
- › Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- › 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 uniform

### 4.1 Our federation's uniform

| Holme Junior & Infant School |   |
|------------------------------|---|
| Winter                       | <ul style="list-style-type: none"> <li>• Red, black or white polo shirt</li> <li>• Red or black sweatshirt or red cardigan branded or unbranded</li> <li>• Black trousers</li> <li>• Black skirt</li> <li>• Black shoes/trainers</li> </ul> |
| Summer                       | <ul style="list-style-type: none"> <li>• Alternatively, to the above –</li> <li>• red and white summer dress</li> <li>• black shorts</li> </ul>   |
| PE                           | <ul style="list-style-type: none"> <li>• Red PE T-Shirt</li> <li>• Black shorts or jogging bottoms</li> <li>• Pumps/trainers</li> </ul>   |

| Hinchliffe Mill Junior & Infant School |  |
|--|--|
| Winter                                 | <ul style="list-style-type: none"> <li>• White or pale blue polo shirt</li> <li>• Royal blue sweatshirt or cardigan branded or unbranded</li> <li>• Grey or navy-blue trousers</li> <li>• Grey or navy-blue skirt/pinafore dress</li> <li>• Black shoes</li> </ul> |
| Summer                                 | <ul style="list-style-type: none"> <li>• Alternatively, to the above –</li> <li>• blue and white summer dress</li> <li>• grey or navy-blue shorts</li> <li>• supportive sandals (with an ankle strap, no slip ons)</li> </ul>                                      |
| PE                                     | <ul style="list-style-type: none"> <li>• T-shirt with the school logo where possible – red, white or blue (to match the house team they are in)</li> <li>• Grey or navy-blue shorts or jogging bottoms</li> <li>• Pumps/trainers</li> </ul>                        |

Pupils should not wear jewellery except for a watch or a small pair of stud-earrings.

No make-up should be worn.

Pupils' hair should be naturally coloured where possible. Long hair should be tied up and any hair bands/ribbons/ties should ideally be in school colours.

Bags and coats are to be suitable for what needs to be brought to school and the weather.

There is a flexible policy at Holme Junior & Infant School, where uniform does not have to be worn to allow children to showcase their individuality. This must be appropriate and not show large areas of the body, e.g. crop tops.

## **4.2 Where to purchase it**

Branded uniform is available for parents/carers to purchase from the school office.

# **5. Expectations for our school community**

## **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 Executive Headteacher if they want 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/carers are also expected to contact the Executive Headteacher 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/carers 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/carers 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 Executive Headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Executive Headteacher following the federations behaviour policy.

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 federation's context
- Is implemented fairly across the federation
- Takes into account the views of parents/carers 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.

## **6. Monitoring arrangements**

This policy will be reviewed every 3 years by the Executive Headteacher. 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
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy