



HIGHFIELD LITTLEPORT ACADEMY
An Active Learning Trust School



HIGHFIELD ELY ACADEMY
An Active Learning Trust School

HIGHFIELD ACADEMIES

SCHOOL UNIFORM POLICY

THIS POLICY WAS APPROVED:	AUTUMN 2022
THIS POLICY WILL BE REVIEWED:	AUTUMN 2024
MEMBER OF STAFF WITH RESPONSIBILITY FOR REVIEW:	YVONNE SKILLERN

1. Aims

This policy aims to:

- ensure clarity of what can be worn or not at school;
- promote a sense of pride in our school;
- help to create a sense of community and belonging towards the school;
- ensure that our pupils can be clearly identified with our school;
- ensure pupils' uniforms are practical, smart, affordable and are suitable, with health and safety in mind;

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:

- 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 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 senior leadership team of each school, 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 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
- Considering cheaper alternatives to school-branded items, such as those without a logo, 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 leveler
- 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

4. Expectations for school uniform

4.1 Our school's uniform

At Highfield Littleport:

Students can wear either a blue or white polo top with grey/black trousers or skirt. Jumpers or cardigans in navy blue can be worn. There is no requirement for uniform to have a logo. If you would prefer to purchase these from the High Street without the logo you can do so. Alternatively, all uniform is available via our uniform supplier Total Clothing.

Students Year 10 onwards can wear a black sweatshirt either with or without a logo.

At Highfield Ely:

Students can wear either a green or white polo top with grey/black trousers or skirt. Jumpers or cardigans in dark green can be worn. There is no requirement for uniform to have a logo. If you would prefer to purchase these from the High Street without the logo you can do so. Alternatively, all uniform is available via our uniform supplier Total Clothing.

Students Year 10 onwards can wear a black sweatshirt either with or without a logo.

4.2 Where to purchase it

Add details including:

- Uniform can be purchased from our uniform provider Total Clothing shop which can be found on the respective school websites
- Uniform can also be purchased from the high street in each schools respective colours
- There are also opportunities to purchase second hand uniform from the school at open events.

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)

We can be flexible if your child has particular sensory needs that are affected by items of uniform. We do not want uniform requirements to become a barrier to their education.

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 Senior Leadership team should they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

5.3 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.

5.4 School Staff

School staff will monitor the presentation and comfort of students at school and discuss any issues promptly with parents and carers.