THE HEATHLAND SCHOOL

UNIFORM POLICY

INTRODUCTION

The Heathland School believes that a smart, consistent and affordable school uniform promotes a sense of community, supports positive behaviour, reduces peer pressure relating to fashion choices and helps create an environment that is conducive to learning. A school uniform also promotes the identity of the school within the wider community and supports safeguarding by allowing pupils to be easily identified.

All pupils are expected to wear the correct school uniform at all times whilst:

- On the school site
- Travelling to and from school
- Attending educational visits, unless otherwise instructed
- Representing the school at external events

The school expects pupils to wear their uniform with pride and maintain a high standard of appearance at all times. Failure to adhere to this policy may result in sanctions in line with the Behaviour and Discipline Policy.

LEGAL FRAMEWORK

This policy has been developed with reference to:

- Education Act 1996
- Equality Act 2010
- Human Rights Act 1998
- Department for Education Guidance: School Uniform (current version)
- Department for Education Guidance: Behaviour in Schools
- Keeping Children Safe in Education (KCSIE)

The Heathland School will ensure that all decisions relating to uniform are lawful, reasonable, proportionate and take account of pupils' protected characteristics and individual circumstances.

AIMS OF THE POLICY

The aims of this policy are to:

- Promote a positive ethos and sense of belonging.
- Support high standards of behaviour and discipline.
- Ensure pupils are dressed appropriately for school activities.
- Promote equality and inclusion.
- Ensure requirements are affordable and offer value for money.
- Support safeguarding through clear identification of pupils.
- Minimise disruption to learning caused by disputes over appearance.

EQUALITY, INCLUSION AND REASONABLE ADJUSTMENTS

The Heathland School values diversity and is committed to ensuring equal opportunities for all pupils. The school will consider reasonable adjustments where required due to:

- Disability
- Medical conditions
- Special Educational Needs
- Religious belief
- Cultural requirements
- Temporary injury or illness

Requests for adjustments should be made in writing to the Headteacher.
The school will not discriminate against any pupil because of their protected characteristics under the Equality Act 2010.

AFFORDABILITY

The Governing Body recognises its duty to ensure that school uniform remains affordable.
The school will:

- Limit compulsory branded items.
- Ensure items can be purchased from more than one supplier where possible.
- Consider financial hardship when enforcing the policy.
- Provide support and guidance to families experiencing financial difficulties.
- Review uniform costs regularly.

UNIFORM ASSISTANCE

The school recognises that the cost of school uniform can place financial pressure on some families and is committed to providing support where appropriate. The Heathland School offers assistance towards the cost of purchasing school uniform for students in Year 7 and Year 9 who are in receipt of Free School Meals (FSM). To be eligible for support, students must:

- Be enrolled at The Heathland School.
- Be in Year 7 or Year 9.
- Be eligible for and in receipt of Free School Meals (FSM).

Families who believe they are eligible for support should contact the school via email. The school will verify eligibility and, where approved, will liaise directly with School Bells, the school's uniform supplier. Eligible students will receive a credit of up to £60 towards the cost of approved school uniform. The credit will be applied directly through School Bells and can be used for the purchase of school uniform items in accordance with the school's uniform requirements.
The school will administer the scheme on a discretionary basis and reserves the right to request evidence of eligibility for Free School Meals before support is approved.

SCHOOL UNIFORM AND APPEARANCE

All pupils are expected to always wear their school uniform correctly, including to and from school. If pupils are not in full school uniform, they may be placed in the school's internal suspension room until the correct uniform is worn.

ITEM	**FURTHER CLARIFICATION**
Blazer Black with embroidered Heathland badge.	Compulsory - it is to be worn at all times within the school building. It can only be removed if given permission to do so by a member of staff.
Tie Year 7, 8 and 9 – Clip-on lower school House tie Year 10 and 11 – Clip-on upper school House tie	Must cover the top button on the shirt.
Lanyard and ID badge Year 7 - Yellow Year 8 – Teal Year 9 – Grey Year 10 - Orange Year 11 – Light Green Year 12 – Burgundy Year 13 – Dark Green	Always to be worn and be visible. ID badges should have student pictures visible so they can be identified as students of The Heathland School.
Shirt Plain and white Collars must be designed to accommodate a tie and have a top button which fastens.	Shirts must be sufficiently generous to **tuck fully** into the skirt/trousers. The top button must be done up and shirts must be tucked in. Blouses and polo shirts are not permitted.
Trousers Plain black straight cut trousers which are sufficiently tailored to keep the shirt tucked in.	Trousers must not be skin tight or boot cut and be of a formal fit. Black jeans and jeggings are not permitted. Belts must be plain black and without large distinctive buckles.
Skirt Black formal skirts are permitted. They must be at least knee length.	Skirts must be formal and at least knee length.
Jumper Black school V neck jumper with Heathland logo.	The jumper is optional; it cannot be worn in place of a blazer. Cardigans are not to be worn, zip up sports tops and hoodies are not permitted.
Socks/Tights Plain black socks or Plain black tights.	Footless tights are not permitted, socks should be ankle length. No coloured socks of any kind. White socks should only be worn in PE lessons and activities.
Shoes Black (upper and sole) Smart, plain and be able to be polished.	Shoes must be smart and formal. Ballerina pumps, trainer style shoes (even if leather), canvas style footwear are not permitted as they are not formal school footwear. Boots maybe worn with trousers only.

ITEM	FURTHER CLARIFICATION
Scarf and Gloves Must be plain black.	These can be worn to and from school but must be removed upon entering the school building.
Outdoor coats Must be either black or dark blue. (some reflective detail is permitted for safety reasons)	Leather jackets or sports jackets including hoodies are not permitted.
Hair Hair bands, ribbons, clips and any other item used in the hair should be plain black.	Hair should be smart and formal. Hair including braids, weave should only be coloured to natural hair shades. The following colours are not appropriate: Red, Pink, Green, Purple, Blue or Magenta. No distinctive flowers, frills or large bows. No shaved designs or lines are allowed in hair or eyebrows. Afro-textured hair can be worn in styles such as afros, locs, twists, braids, cornrows, fades, hair straightened through the application of heat or chemicals, weaves and wigs. Hairstyles cannot be an unnatural colour. Afro-textured hair in any style that is long enough to do so needs to be tied back.
Jewellery One small single plain stud earring may be worn in each ear lobe (small diamond or pearls are acceptable) Rings, necklaces, bracelets must not be worn. With the exception of religious items (see page 8 of the school Behaviour and Discipline policy)	No other piercing is acceptable e.g. cartilage of ear, eyebrow, nose or lip. Reasons that they cannot be taken out because they have only just been done will not be accepted and pupils will be instructed to remove them. Hoops or dangling earrings are not permitted. All jewellery must be removed for PE lessons and clubs.
Make up Make up of any form is not permitted	No mascara, foundation, coloured lip-balm or false eye lashes. Artificial nails or nail varnish are not permitted and pupils will be instructed to remove them. Coloured contact lenses and spot stickers are not permitted.
Bags Must be dark blue or black in colour	Large logos, which cover more than 50% of the bag, are not acceptable nor are handbags for girls. Bags should be big enough to hold equipment and school books up to A4 size. Inappropriate small bags or hand bags are not permitted.

If pupils are seen with items which are not part of our school uniform or do not uphold our appearance expectations, sanctions and possible confiscation of items will be enforced.

If student pictures are not clearly identifiable on their ID cards, they may be asked to replace their ID cards so that they can be clearly identified as pupils of The Heathland School. Deliberately defacing or concealing images on the ID cards is not permitted and may be sanctioned if seen.

Staff at The Heathland School may discipline pupils for breaches of the school's uniform and appearance expectations in accordance with the school's Behaviour Policy.

Students who do not have the complete or correct uniform may be asked to go to the Medical room, where we will endeavour to lend a replacement item. Where appropriate, the Headteacher, or a member of the Senior Leadership Team authorised by the Headteacher, may require a pupil to return home briefly to remedy a breach of the school's uniform or appearance policy where this can be achieved promptly. Parents or carers will be informed of this decision.

The school will always respond to uniform breaches in a fair, reasonable and proportionate manner, taking into account any circumstances that may be outside the pupil's control, including medical needs, protected characteristics, SEND or financial hardship, in line with current Department for Education guidance. Persistent or deliberate refusal to comply with the school's uniform expectations may result in disciplinary sanctions in accordance with the school's Behaviour Policy and, in exceptional cases, may lead to suspension where appropriate.

Summer Uniform
Summer uniform will be called on a weekly basis during periods of high/extreme temperature. Pupils can remove their blazers however all pupils must have their top button done up, wear their tie, lanyard and have their shirts tucked in at all times.

In exceptional circumstances, additional provisions might be put in place. These will be communicated as and when required.

RELIGIOUS DRESS

The school celebrates the diverse communities that are represented within the school and is sensitive and considerate towards the culture, race and religion of all its pupils.

All pupils must wear the school uniform to maintain equal opportunities. Religious wear such as the Hijab, Turban and Patka can be worn and must be plain black. The hijab must be safely tied for work in certain areas such as labs, workshops or PE. Headscarves must be fastened discretely and not with jewellery.

Sikh pupils who have been baptised can wear the five ‘articles of faith’ that must be carried at all times. Pupils are permitted to wear a thin Kara for health and safety reasons. Christian pupils are permitted to wear a crucifix or a cross. For health and safety reasons these items cannot be worn during PE lessons.

Other religious items and symbols which are not obligatory are not allowed**.** The Khanda on a chain, for example, is not allowed. Religious items which serve as jewellery are also prohibited.

Requests to wear religious attire not already covered by the whole school behaviour and discipline or school uniform policy may be considered on an individual basis by the Headteacher, in line with the school’s commitment to equality, diversity and inclusion.

PE KIT

All items of clothing should be labelled with the pupil's name. All jewellery must be removed prior to a lesson and pupils should ensure that any valuables are handed to a member of staff in the changing rooms.

Pupils should bring their PE kit to every lesson. If a pupil has an injury, they must still bring in their PE kit and a note as they will be asked to change and adopt a different role in the lesson (i.e. Coach/Umpire etc.)

Our requirements for PE kit:

- Plain round neck white T-shirt (with the Heathland crest or unbranded)
- Navy blue shorts
- White ankle sports socks
- Navy blue games socks (knee length)
- Trainers (non-marking soles) or Astro Trainers (It would be beneficial to have either Astro trainers or studded boots for their rugby lessons)
- Plain navy track suit bottoms and a white base layer are allowed during the half terms either side of Christmas or in extreme weather conditions
- Navy round neck sweatshirt (optional and must be unbranded or with the Heathland crest)

SIXTH FORM DRESS CODE

Pupils should dress as they would in a formal environment. Extremes of fashion are not acceptable. Pupils are expected to wear:

- Lanyard and ID card around their neck
- A formal suit; jacket / blazer
- Trousers must be of a formal fit
- Skirts and dresses must be of knee length and of a formal fit
- A collared shirt, blouse or formal top
- Formal jumper (no cardigans)
- Smart / professional footwear (trainers are not acceptable)

Ties are optional.

The following are not acceptable:

Short skirts and dresses; jeans; jeggings; or hooded tops.
No facial piercings are permitted apart from a nose or ear studs.
Large hoop or dangling earrings are not permitted due to health and safety reasons.
If Sixth Formers break the dress code they should be referred to the relevant Head of Year.

Sixth Form Summer dress code (in exceptional circumstances)
Males are permitted to wear a smart polo shirt and shorts whilst females are permitted to wear a smart top and either shorts or tracksuit. Trainers are permitted.

Uniform Transgressions

All pupils should arrive to school wearing the correct school uniform and should wear their uniform with pride inside and outside of school. Uniform will be checked and monitored daily. Not wearing full school uniform or not adhering to our high expectations of uniform will lead to pupils being sanctioned. Pupils who arrive in school wearing incorrect uniform may be asked to wear spare uniform or be sent home to change into the correct uniform before returning to school. To minimise any loss of education as a result of changing into the correct uniform the school urges pupils and parents to familiarise themselves with the policy and ensure the correct uniform is worn. Please note that repeated breaches of the uniform policy may result in disciplinary sanctions being invoked. This could include CBS detentions or internal suspension.

UNIFORM TRANSGRESSION	SANCTION
Missing item/s of uniform	Failure to have all items of uniform in school will result in tutors recording the item/s of missing uniform in the pupil's diary (MU). Should there be a second occasion in the week where a pupil has a missing item/s of uniform, the pupil will be given a 40-minute CBS detention for persistent poor uniform.
Poor Uniform (not adhering to uniform expectations)	If a pupil displays poor uniform either during lesson or whilst inside the school building, a PU comment will be written in the pupil's diary. Should a pupil receive three PU comments in the diary within a week, the pupil will be given a 40-minute CBS detention for persistent poor uniform.

Examples of poor uniform include shirts untucked, not wearing a blazer or tie, not having top button of the shirt done up and not wearing lanyards (this list is not exhaustive).

BRANDED UNIFORM ITEMS COMPLIANCE STATEMENT

The Heathland School is committed to ensuring that school uniform remains affordable and represents good value for money for families. In line with the Department for Education's School Uniform Guidance, the school seeks to minimise the number of compulsory branded items required and carefully considers cost when making decisions regarding school uniform requirements.

The school requires only those branded items that are necessary to maintain the school's identity, promote a sense of belonging and support safeguarding. The compulsory branded items are:

- School blazer with embroidered Heathland School badge.
- School tie.

The school jumper is an optional item of clothing but if worn, it must be the V neck jumper with the embroidered Heathland School badge.

All other uniform items, including shirts, trousers, skirts, socks, tights, shoes and most PE kit items, may be purchased from a range of retailers provided they meet the school's published uniform specifications.

The Governing Body will regularly review uniform requirements and supplier arrangements to ensure that costs remain reasonable and that families can obtain uniform items at a competitive price.

This policy has been developed in accordance with the school's obligations under relevant legislation and current Department for Education guidance on the cost of school uniforms.

This policy will be reviewed annually by:

Deputy Headteacher (Pupil Support)

Approved by: The Governing Body

Review Date: July 2027