

School Uniform Policy



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Contents

1. Aims
2. Our school's legal duties under the Equality Act 2010
3. Limiting the cost of school uniform
4. Expectations for school uniform
5. Expectations for our school community
6. Monitoring arrangements
7. Links to other policies

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 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 Wellbeing Team on 01904 806655, 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.
- Limiting items with distinctive characteristics to low-cost or long-lasting items.
- 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 leveler

At Hob Moor Oaks Academy we believe that a school uniform

- promotes a school identity
- makes children feel equal
- helps pupils with routines i.e. 'I come to school when I am wearing my uniform'
- creates a feeling of belonging
- is practical
- identifies pupils when out and about in the community

We strongly encourage all our pupils to wear the school uniform

4. Expectations for school uniform

4.1 Our school's uniform

- Navy sweatshirt or jumper/cardigan (with or without school logo)
- Navy, Black or grey trousers or skirt
- White, navy or pale blue polo shirts (with or without school logo)
- Black shoes/ unbranded plain black trainers

4.2 Where to purchase it

- Branded items of school uniform can be purchased from Get Branded contact details:

Tel: 0800 1244 133, Email: sales@getbrandedworkwear.co.uk, Address: Unit 4, Green Lane Trading Estate, Clifton, York, YO30 5PY

Unbranded items of uniform can be bought more widely, e.g. from 'high-street' retailers
Second-hand uniform available from the school Wellbeing Team.

4.3 P.E. Kits and Swimming

- White T shirt/Polo shirt
- Dark shorts
- Black plimsolls/trainers

Swimming kit

- When your child is accessing swimming sessions please ensure they are provided with a swimming costume and towel, and if appropriate incontinence swimwear products. These will be returned home after each session.

Uniforms and clothes should be clearly labelled with the child's name and kits in a named PE bag.

Jewellery

We ask children not to wear any form of jewellery (rings, bracelets, necklaces, earrings etc) in school for safety and security reasons.

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

5.2 Parents and carers

Parents and carers are expected to make sure their child has the correct uniform and that every item is:

- Clean
- Clearly labelled with the child's name
- In good condition

Parents are also expected to contact the 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 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 to arrive at a mutually acceptable outcome.

5.3 Staff

We understand that uniform choices are often guided by a student's sensory or physical needs. Staff will work closely with families to ensure every pupil feels comfortable and included. If a student is consistently unable to wear specific uniform items, we view this as an opportunity to discuss reasonable adjustments that support their wellbeing.

Our leadership team is available to help resolve any persistent barriers to the policy, ensuring that practical or financial challenges never stand in the way of a student's dignity

or sense of belonging. We take a mindful, compassionate approach to every unique situation.

5.4 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.

6. Monitoring arrangements

This policy will be reviewed every 3 years by the Headteacher.. At every review, it will be approved by the LGB

7. Links to other policies

This policy is linked to our:

- Behaviour policy (inc. Anti Bullying)
- Equality information and objectives statement
- Complaints policy