



*‘Having the Courage  
to Care’*

Listening, Nurturing, Welcoming, Celebrating

*‘Enabling Everyone  
to Flourish’*

Respect, Creativity, Perseverance

# SCHOOL UNIFORM POLICY

Ratified By:	<b>Local Academy Committee</b>	In consultation with:	<b>Senior Leadership Team</b>
Approved by:	<i>J. Gardener</i> J. Gardener, Chair of Committee	Date:	<b>27<sup>th</sup> April 2026</b>
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## 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 all 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 Schools 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, sexual orientation, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, our schools will:

- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair, although we reserve the right to ask that long hair 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
- 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 school administrator, 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 uniforms.

We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo attached or be in a unique fabric or style) cannot be purchased from a wide range of retailers, and that requiring many such items limits parents/carers' ability to shop around for the best price.

We will therefore make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents and carers

We will do this by:

- Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of:



- 3 or fewer
- Carefully considering whether any items with distinctive characteristics are necessary, and limiting these items where possible
- Limiting compulsory branded items to low-cost and/or long-lasting items
- Considering cheaper alternatives to compulsory 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 such as coats, bags and shoes/trainers that pupils could also wear on non-school days
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama
- Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters
- Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
- Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective pupils, and publishing this information on our website
- 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 uniform in line with the Trust's Complaints policy; [www.sfat.uk/policies](http://www.sfat.uk/policies)
- Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- Continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money

## 4. Expectations for School Uniform

### 4.1 Iron Acton School Uniform

The following items are required each day:

- Dark grey or black trousers or shorts
- Dark grey or navy skirt
- Red or white polo shirt
- Red sweatshirt or cardigan
- Sensible black, brown or navy shoes
- Black or grey socks or tights



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- In summer, there is an option to wear a red checked/striped dress
- Children in EYFS and KS1 should bring a red book bag to school each day.

PE should be worn to school on PE days. This consists of:

- Black or navy shorts or joggers
- Red t-shirt
- Trainers
- A school jumper must be worn over the top of the PE kit

## 4.2 Hawkesbury School Uniform

The following items are required each day:

- Dark grey or black trousers or shorts
- Dark grey or navy skirt
- White or blue polo shirt
- Navy sweatshirt or cardigan
- Sensible black, brown or navy shoes
- Black or grey socks or tights
- In summer, there is an option to wear a blue checked/striped dress
- Children in EYFS and KS1 should bring a blue book bag to school each day.

PE should be worn to school on PE days. This consists of:

- Black or navy shorts or joggers
- Blue t-shirt
- Trainers
- A school jumper must be worn over the top of the PE kit

Items with logos are available but are not compulsory.

Plain hair bands may be worn without large bows. Hair past shoulder length must be tied back. Jewellery must not be worn to school, apart from a watch and stud earrings. Stud earrings which cannot be removed must be taped up for PE lessons.

## 5. Where to Purchase or Acquire School Uniform

All uniform items can be purchased from local supermarkets.

Items with logos can be purchased from Monkhouse Schoolwear Specialists. See website for further information:

<https://www.monkhouse.com/parent-guide>

Both Iron Acton & Hawkesbury schools have a second hand uniform shop where uniform can be sourced at reduced prices. This can be accessed via the School Office.



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## 6. Expectations for our Schools Communities

### 6.1 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)

### 6.2 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 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 in accordance with the Trust's Complaints policy;

[www.sfat.uk/policies](http://www.sfat.uk/policies)

Disputes about the cost of the school uniform will be:

- Resolved locally
- Dealt with in accordance with the Trust's Complaints policy; [www.sfat.uk/policies](http://www.sfat.uk/policies)

The school will work closely with parents/carers to arrive at a mutually acceptable outcome.

### 6.3 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 Headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with constructively and supportively. The school's behaviour policy will be used to support the wearing of correct uniform where required.

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 and the pupil will not miss classroom teaching because of a sanction. This is in line with the statutory [guidance](#).



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## 6.4 The Local Academy Committee

The Local Academy Committee will review this policy and make sure that it:

- Is appropriate for our schools' context
- Is implemented fairly across the schools
- Takes into account the views of parents/carers, and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

## 6.5 The Headteacher

The Headteacher 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.

## 7. Monitoring Arrangements

This policy will be reviewed by the Headteacher every two years. At every review, it will be approved by the Local Academy Committee.

## 8. Links to Other Policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy

**This policy is available on the schools' websites:**

[Hawkesbury School Policies](#)

[Iron Acton School Policies](#)

*Paper copies are available on request from the School Office.*