



Harbinger School Uniform Policy

Next review: March 2027

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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 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, disability, gender reassignment, marriage and civil partnership, race, religion or belief, pregnancy and maternity and sexual orientation.

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.
- 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 or gender.
- 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 children or their parents/carers to get in touch with the 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, for example, wearing a school jumper that may or may not feature the school logo.
- 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 years/classes.
- 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 school uniform

4.1 Our school's uniform

- Royal blue sweatshirt/jumper/cardigan/fleece (logo is optional)
- White top (polo shirt/shirt)
- Dark trousers or shorts (black or grey)
- Dark skirt or pinafore dress (black or grey) or blue checked dress
- Black shoes or trainers

4.2 PE Kit

- Leggings or jogging bottoms or shorts (Black/grey/navy blue)
- Polo shirt or T-shirt (Blue)
- Black Trainers
- No jewellery allowed. Earrings must be removed.

4.3 Jewellery

Children are permitted to wear simple ear studs and watches (non-smart watch).

4.4 Clothing to avoid

Children should not wear open-toe shoes, Crocs, heels, crop tops or make-up.

4.5 Where to purchase it

- Jumpers, fleeces and polo shirts with the school logo can be purchased at the School Office.
- Unbranded school uniform can be purchased at supermarkets, high street stores and online.

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.
- At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required).

Pupils/Parents/Carers are also expected to contact the 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 clearly labelled with the child's name.

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.

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 monitor pupils to make sure they are in correct uniform. They will give any pupils and families the opportunity to comply but will follow up with the Headteacher if the situation does not improve.

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

6. Monitoring arrangements

This policy will be reviewed annually. At every review, it will be approved by the Full Governing Board.

7. Links to other policies

This policy is linked to our:

- Behaviour & Relationships Policy
- Equality information and objectives statement
- Anti-Bullying Policy
- Complaints Policy

8. Pictures of items

			
<p>School jumper or fleece with logo (Royal Blue)</p>	<p>Plain school jumper (Royal Blue)</p>	<p>Checked dress (Blue)</p>	<p>Pinafore dress or skirt (Black or Grey)</p>
			
<p>Shirt (White)</p>	<p>Polo shirt (White)</p>	<p>Trousers (Black or Grey)</p>	<p>Shoes or trainers (Black)</p>

PE kit



**Polo shirt or T-shirt
(Blue)**

**Leggings or jogging
bottoms or shorts
(Black/grey/navy
blue)**

Trainers (Black)



**For swimming lessons at St Luke's
swimming pool –
Swimming costume/swimming top
and shorts**

**Swimming hat and
goggles

Towel and bag**

**No jewellery
allowed.
Earrings must be
removed.**

Swim wear rules



All girls' costumes **MUST** be one piece. Two piece costumes are not allowed as the tops come above the children's heads which is unsafe and does not provide modesty.



Costumes must be a tight fit.

Boys must wear swimming trunks and no tops.



No Jewellery allowed including earrings.



Asthma pumps must be brought to the pool.



All pupils must wear a swimming hat (goggles are optional).



Please make sure that all swim wear is marked with the school name and children's names.



Swimming kit for swimming lessons at Tiller swimming pool

Towel and bag