



## SCHOOL UNIFORM POLICY

**Approved by:** Curriculum Committee **Date:** 02 Dec 2022

**Last reviewed on:** New

**Next review due by:** December 2025

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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 sex, race, religion or belief, and gender reassignment.

To avoid discrimination, Heston Community School will:

- Avoid listing uniform items based on sex, to give all students 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 students
- Allow all students to have long hair [though we reserve the right to ask for this to be tied back]
- Allow all students to style their hair in the way that is appropriate for School yet makes them feel most comfortable
- Allow students to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our Policy on the grounds of equality by asking students or their parents to get in touch with Pastoral Deputy Headteacher 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 compulsory items with distinctive characteristics eg: blazers features the School logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Considering cheaper alternatives to school-branded items
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- 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 students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

## **4. EXPECTATIONS FOR SCHOOL UNIFORM**

### **4.1 Heston Community School's Uniform**

#### **STUDENTS ARE REQUIRED TO WEAR UNIFORM TO, FROM AND AT SCHOOL**

- School Tie\*
- School blazer with School Logo\*
- Black V-necked pullover with School Logo\* [optional]
- Plain black skirt [knee-length or longer]
- Plain black regular cut trousers — no jeans or tight-fitting trousers
- Plain white shirt
- Black leather type upper shoes
- White or black socks
- Plain black or flesh coloured tights
- No caps or hoodies
- Plain black or white Hijab/Turban
- Plain dark outdoor coats
- A wristwatch and single, small stud earring in each lobe is all that is permitted. Small, religious emblems may be worn discreetly inside a student's uniform but not during PE lessons
- Hair should be smart and formal in appearance. Coloured hair and high fashion/cult hairstyles are not permitted. Shaved heads [shorter than Grade 2] are not permitted. No tramlines in hair or eyebrows
- No make-up or false eyelashes; nails to be natural, unpolished and kept short. Students will be required to trim nails, which are too long and pose a potential safety threat to other students
- Students will be able to collect confiscated non-uniform items from the Welfare Office on the next Friday after confiscation between 15:00 and 16:00.

## **STUDENTS ARE REQUIRED TO WEAR THE FOLLOWING PE KIT AT SCHOOL**

- Black and red [outdoor] zip top with School logo\*[optional]
- Red polo shirt with School logo\*
- Black PE shorts with School logo\*
- PE training trousers with School logo\*
- Red football socks
- Panelled rain jacket [optional]
- Shin pads for matches
- Supportive trainers [not plimsolls]
- Football boots / Astro-turf trainers [optional]

**School Uniform marked with \* can only be purchased from School Bells. All other items can be purchased from alternative retailers.**

### **4.2 Where to purchase it**

School Bells  
48 Bell Road  
Hounslow  
TW3 3PB  
Tel: 020 8577 6656

<https://www.schoolbellsuniforms.co.uk/>

The School operates a scheme where laundered, second-hand uniform donated by parents is available on request via your child's Learning Coordinator.

## **5. EXPECTATIONS FOR OUR SCHOOL COMMUNITY**

### **5.1 Students**

Students 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.

Students are also expected to contact their Learning Co-coordinator 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:

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

Parents are also expected to contact their child's Learning Co-coordinator 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**

Staff will closely monitor students to make sure they are in correct uniform. They will give any students and families breaching the Uniform Policy the opportunity to comply, but will follow up with the Headteacher if the situation does not improve.

Ongoing breaches of our Uniform Policy will be dealt with by the School's Behaviour for Learning Policy

In cases where it is suspected financial hardship has resulted in a student not complying with this Uniform Policy, staff will take a mindful and considerate approach to resolving the situation.

### **5.4 Governors**

The Governing Body 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 students
- Offers a uniform that is appropriate, practical and safe for all students.

The Governing Body 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**

The Pastoral Deputy Headteacher will review this Policy every three years. At every review, Curriculum Committee of the Governing Body will need to approve it.

## **7. LINKS TO OTHER POLICIES**

This policy is linked to our:

- Behaviour for Learning Policy
- Equality Information and Objectives Statement
- Anti-bullying Policy
- Complaints Policy