



Uniform Policy

Responsible person	
Date adopted	March 2024
Review cycle	Annual
Last review date	March 2024
Next review date	March 2025
Signed by Governors	
Signed by Headteacher	

Summary of Amendments

Version number	Amendment description	Amended by	Date

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, sex, disability, race, religion or belief, pregnancy and maternity, 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 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, gender or gender reassignment
- 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 Mr Burns, 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, by only asking that the black blazer, worn over the jumper, features the school logo
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- 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 year/class/house groups
- 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

- Blazer with school badge*
- White shirt
- School tie*
- Black school trousers (denim is not allowed)
 - OR Black school skirt, the skirt must be no shorter than knee length and no longer than mid-calf
 - OR Black V-necked tunic, that allows shirt and tie to be seen, between knee and mid-calf length with black school trousers
 - OR black ankle-length sleeved dress, that allows shirt and tie to be seen
- Headscarves and turbans must be plain black
- Black school shoes (not trainers or pumps) see examples here: <https://holly-lodge.org/wp-content/uploads/2022/06/Uniform-Shoes.pdf>
- If a belt is required it must be a plain, black one without elaborate buckles
- Royal blue jumper with Holly Lodge logo (no other jumper is acceptable)
- Plain black or dark coloured coats are acceptable in cold or wet weather, bright coloured jackets or hoodies are not acceptable
- School bag large enough to carry A4 size books

*Badge and tie available to buy from school office

4.2 Our PE Kit

- HLHS Short sleeve PE polo top in black
- Plain black shorts OR Plain back joggers
- Plain black sports socks
- Trainers
- Football boots (where necessary)
- Optional – HLHS long sleeve PE top in black (no other long sleeve top is acceptable)



4.3 Where to purchase the uniform

Uniform available to buy from the suppliers below. The PE KIT supplied and sold by GOGNA and Holly Lodge High School.

www.gogna.me/	www.clivemark.co.uk/ collections/holly-lodge-science- college	aoakesuniforms.co.uk In store only
Unit 1B Demuth Way Oldbury B69 4LT	4-5 Three Shires Oak Road Bearwood, Warley B67 5AX	174-180 Vicarage Road Oldbury B68 8JB



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 (if required)

Pupils are also expected to contact their Head of Year 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/carers are also expected to contact their Head of Year 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 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 Assistant Headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by Head of Year and Assistant Headteacher for Behaviour and Standards.

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

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 annually by the Assistant Head for Behavior and Standards. At every review, it will be approved by the Governing Board.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Statement of Intent for Equality and Diversity
- Anti-bullying policy
- Complaints policy