



## **Contents:**

### **Statement of intent**

1. Legal framework
2. Roles and responsibilities
3. Cost principles
4. Equality principles
5. Complaints and challenges
6. School uniform supplier
7. Finding and consulting suppliers
8. Template documents
9. Uniform assistance
10. Non-compliance
11. School uniform
12. Adverse weather
13. Labelling and lost property
14. Monitoring and review



## Uniform Policy

### Statement of intent

Uxbridge High School believes that a consistent school uniform policy is vital for:

- Promoting the ethos of a school.
- Providing a sense of belonging and identity.
- Setting an appropriate tone for education.

For the purposes of this policy, “uniform” includes the following elements of students’ appearance:

- Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. non-uniform.
- Hairstyles and headwear.
- Jewellery and other accessories.
- Cosmetics such as makeup, false eyelashes and nail polish.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all students, is affordable, and provides the best value for money for both the school and students’ families.

We believe that students learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in a way that sets an appropriate tone for education.

In writing and updating this policy, we have sought to:

- Engage with parents and students.
- Consider how this policy might affect groups represented in the school, especially those who share protected characteristics as defined by the Equality Act 2010.
- Consider how comfortable the uniform will be for students.
- Take a sensible approach to allow for exceptions to be made, e.g. during adverse weather.
- Considered the affordability of the uniform for our parents and carers.
- Ensure that the uniform is suitable and safe for students who walk or cycle to school.
- Choose a PE kit which is practical, comfortable, appropriate to the activity involved and affordable.
- Ensure the policy is easy to access and understand.

## 1. Legal framework

This policy has due regard to all relevant legislation and guidance including, but not limited to, the following:

- Human Rights Act 1998;
- Education and Inspections Act 2006;
- Equality Act 2010;
- Education Act 2011;
- The UK General Data Protection Regulation (UK GDPR);
- Data Protection Act 2018;
- Education (Guidance about Costs of School Uniforms) Act 2021;
- DfE (2021) 'Cost of school uniforms';
- DfE (2021) 'School Admissions Code';
- DfE (2024) 'School uniforms: guidance for schools';
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'.

This policy operates in conjunction with the following school policies:

- Complaints Policy;
- Behaviour for Learning Policy;
- Equity and Diversity Policy.

## 2. Roles and responsibilities

The board of trustees is responsible for:

- Establishing, in consultation with the Principal and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible, inclusive, and does not disadvantage any student because of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, students and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating in this policy how best value for money has been achieved.
- Ensuring compliance with the DfE's 'Cost of school uniforms' guidance.

The Principal is responsible for:

- Enforcing the school's uniform rules on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a student is in breach of the policy.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing board.
- Providing students with an exemption letter as appropriate, e.g. for a student who has a broken arm and requires a loose-fitting shirt.

Staff are responsible for:

- Ensuring that students dress in accordance with this policy at all times.
- Where appropriate to their role, disciplining students who are in breach of this policy.
- Ensuring that students understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.



- Informing the Principal if their child requires an exemption to the uniform rules for a period of time, with a reason why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Students are responsible for:

- Wearing the correct uniform at all times, unless the Principal has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

### **3. Cost principles**

The school will develop its uniform policy in relation to the following starting principles:

- The school will seek to ensure that the uniform is affordable. In so doing, the school will consider the total cost of school uniforms, taking into account all items of uniform or clothing parents will need to provide while their child is at the school.
- The school will seek to keep the use of branded items to a minimum.
- The school will seek to ensure that uniform supplier arrangements give the highest priority to cost and value for money, including the quality and durability of the garment.
- The school will seek to ensure that second-hand uniforms are available for parents to acquire. Information on second-hand uniforms will be published on the school's website.

### **Principles in practice**

In accordance with the 'School Admissions Code', the Principal will ensure that the school's uniform requirements do not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, students at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of students with protected characteristics that may impact their ability to access the uniform.
- LAC and PLAC.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a student, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school will keep variations in school uniform for different groups of students, e.g. year group-specific items or house colours, to a minimum to ensure that students can get the most wear out of their uniform and that parents can pass some items down to younger siblings.

The school will keep branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, e.g. supermarkets, due to the item's logo, colour, design, fabric or other unique element. Where the school requires an item of branded clothing, it



will assess how prices can be kept as low as possible and put measures in place to facilitate this. This may include:

- Offering sew- or iron-on logo patches for blazers and jumpers that can be bought at non-specialist retailers, instead of requiring specific branded jumpers.
- Ensuring branded items are longer-lasting and unlikely to be worn out quickly, e.g. ties.
- Making donated second-hand uniform available for purchase at a lower price.

The school will meet the DfE's requirements and recommendations on costs and value for money. Care will be taken to ensure that school uniform is affordable for all current and prospective students, and that the best value for money is secured through reputable suppliers.

The school will work with multiple suppliers to obtain the best value for money possible. Any savings negotiated will be passed to parents where possible. The school will not enter into exclusive single-supplier contracts or cash-back arrangements. More information on supplier processes can be found in the 'School uniform supplier' section of this policy.

The school will not make frequent changes to uniform requirements and will take the views of parents and students into account when considering any changes.

#### **4. Equity principles**

The school takes its legal obligation to avoid unlawfully discriminating against any student very seriously.

In line with the above, the school will aim to ensure that its uniform policy is as inclusive as possible so that all students can access a school uniform which is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

The school will ensure that parents and students are consulted over any changes to school uniform, and that, where appropriate and with students' consent, views and advice are sought specifically from students, and parents of students, who:

- Are transgender or non-binary.
- Are of a religious or cultural background that has specific dress requirements.
- Have SEND and/or sensory needs.

Parents' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the Principal and governing board, and always in accordance with the school's Complaints Policy.

Information on how the school ensures its uniform policy does not discriminate against students with specific protected characteristics is outlined below.

#### **Gender**

To avoid disproportionately impacting students of a certain gender, the school will ensure that the cost of uniform is as equal in price as possible across items for all genders.



This includes:

- Adhering to the procedures laid out in the 'Cost principles' section of this policy.
- Not directly requiring students of a certain gender to buy additional uniform, e.g. by requiring female students to buy both trousers and skirts.
- Not indirectly requiring students of a certain gender to buy additional uniform, e.g. by offering football in PE to only male students and requiring they buy football boots to participate.
- Not holding students of different genders to different uniform standards, e.g. by banning certain hairstyles for only one gender.

The school will implement a gender-neutral uniform, meaning that students will not be required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records. Transgender students are supported to access the uniform that best reflects their gender expression in line with the LGBTQ+ Policy.

### **Religion and belief**

To avoid disproportionately impacting students of a certain religion, belief or culture, the school will ensure that there is flexibility to allow students to present themselves in a way that adheres to their dress requirements as far as possible, within the school's uniform policy.

The school will endeavour to meet all requests for amendments to the uniform for these purposes; however, the needs and rights of individual students will be weighed against any health and safety concerns appropriate to the circumstances, e.g. if safety headgear needs to be worn.

### **Race**

To avoid disproportionately impacting students of a certain race, the school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a student's ethnic origin, e.g. natural Afro hairstyles.
- Not banning hairstyles worn because of cultural, family and social customs, e.g. cornrows.
- Not banning head coverings related to a student's culture or ethnic origin, e.g. African heritage head wraps.

The school will follow the good practice guidance provided by the Equality and Human Rights Commission on 'Preventing hair discrimination in schools'.

### **SEND and medical conditions**

To avoid disproportionately impacting students with SEND or medical conditions, the school will ensure its uniform policy takes into account the needs of these students. This includes:

- Ensuring the school uniform uses soft, stretchy fabrics and avoids intricate buttons or hard seams.
- Allowing variations to the standard uniform for students whose medical conditions may impact how they dress, e.g. students with casts who require loose-fitting clothing or students with hair loss-related conditions who wish to wear head coverings.

Where the needs of these students cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

The school will ensure that it works with a supplier that acts in accordance with the school's values and principles on equality and inclusion.



## **5. Complaints and challenges**

The school will endeavour to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Policy.

The school will refer individuals who wish to complain to the Complaints Policy and request that they follow the procedures outlined therein.

When a complaint is received, the school will work with the complainant to arrive at a mutually acceptable outcome.

The school has an agreed procedure in place with its uniform supplier to deal with complaints about the supply and quality of uniforms.

In considering a complaint, parents should be aware that teachers can sanction students for breaching the school's rules on appearance or uniform. The school expects this to be carried out in accordance with the school's published behaviour policy. The school aims to deal with student non-compliance in a proportionate and fair way.

## **6. School uniform supplier**

Our uniform must be purchased direct from our uniform supplier, SWI Schoolwear and can be delivered direct to your home or to school. The current prices can be found on their website – <https://www.swischoolwear.co.uk/>. Uxbridge High School only holds a very limited stock and does not hold uniform stock for trying on purposes.

To order visit <https://www.swischoolwear.co.uk/> or telephone on 01928752610. Payment can be made by debit/Visa/Mastercard or by cheque/postal order. The order form can be found on the school's website.

Our uniform is not sold by any shops in the local area and if purchased elsewhere, parents may find this of inferior quality and that it does not comply with our standard uniform requirements.

## **7. Finding and consulting suppliers**

If the school is considering changing its suppliers and seeks a list of available suppliers, it will consider the following options:

- Consulting an industry body;
- Researching local suppliers;
- Consulting with other schools and networks;
- Having informal discussions with potential suppliers to help determine the school's own needs.

If the school prepares to request bids from potential suppliers, it will consider the following elements:

- What products parents will need;
- Existing contractual commitments;
- Length of tender process;
- The school's evaluation process.

## **8. Template documents**

Schools will use the DfE's 'Procuring uniform supplies' template documents to ensure that they undergo the procurement process correctly. The templates consist of an invitation to tender, a request for quotation, and a pricing schedule.



Schools will use the invitation to tender template to ask questions of suppliers. Schools will then use the pricing schedule to ask suppliers to submit their prices. Full instructions on how to use the templates are included in each of the documents.

### **9. Uniform assistance**

The school will support disadvantaged\* families in meeting the costs of uniforms. Where application for assistance has been successful, Uxbridge High School will issue a £160 voucher per child towards compulsory school uniform (blazer, skirt, tie/house tie/pin, jumper and apron only) and PE kit (excluding trainers). Parents may apply for such assistance, twice during their child's secondary education – this is expected to be at the start of Year 7 and Year 10 but will be considered at other times. Where a child is nearing the end of their secondary education, (end of Year 10 or Year 11) then such assistance is likely to be in the form of pre-worn uniform.

*\*Disadvantaged is described as eligibility for free school meals which would normally be due to receipt of the following specified benefits only:*

- *Income Support;*
- *Income-based Jobseeker's Allowance;*
- *Income-related Employment and Support Allowance;*
- *Support under Part VI of the Immigration and Asylum Act 1999;*
- *The Guarantee element of State Pension Credit;*
- *Child Tax Credit (provided you're not also entitled to Working Tax Credit and have an annual gross income of no more than £16,190) Universal Credit;*
- *Universal Credit – household income must be less than £7,400 a year (after tax and not including any benefits you get).*

If you are not entitled to free school meals, applications will still be reviewed and considered on a case-by-case basis. Parents should complete the online form on the school's website. The form will be sent to the finance department who will make a decision and advise parents of the outcome.

Uniform assistance is subject to the following conditions:

- Any uniform provided by the school must be kept in a good condition.
- Any uniform provided by the school must be worn by the student to school each day, as appropriate.
- Any uniform provided by the school and is still in a good condition, should be given back to the school when items have been outgrown, when leaving the school, or when moving to sixth form.
- If uniform is required again due to a significant growth spurt, the school reserves the right to request the original uniform be returned, before replacements are issued. Note that replacements in this case may be pre-worn items.

The school also sells pre-worn uniform on the school website, at low cost.

Parents are also invited to donate their child's uniform when they no longer need it.

### **10. Non-compliance**

Staff will be permitted to discipline students for breaching this policy, where relevant to their role, in accordance with the school's Behaviour Policy.



The Principal, or a person authorised by the Principal, will be permitted to ask a student to briefly go home to remedy breaches to the school's uniform. When deciding whether to allow a student to return home, the member of staff will consider the student's age and vulnerability, the length of time it will take, and the availability of the student's parents. A parent will always be contacted before sending the student home – if contact with the student's parent cannot be made, the student will remain in school. On occasion, we may ask for parents to then bring a uniform item into school for the student.

Where a student has been sent home to rectify uniform breaches, the absence will be recorded as 'authorised'. If a student repeatedly breaches uniform rules, or takes longer than necessary to rectify the absence, the absence will be recorded as 'unauthorised'.

Parents will be notified of students' breaches of school uniform in all cases.

## **11. School uniform**

### **Clothing**

This is a summary of the school uniform.

- **Main School Uniform**

#### **Years 7 and 8 only (September 2025)**

Students may choose any combination of the items listed below:

- Collared plain white shirt;
- Navy blazer with school crest and gold trim;
- Navy jumper with school crest and gold trim (optional, but if a jumper is to be worn it must be purchased from our uniform suppliers);
- Plain navy or charcoal trousers (no leggings, jeans or tight-fitting trousers, please see our uniform suppliers for type of trousers you should purchase);
- Plain navy or charcoal tailored shorts (these must be tailored – no sports shorts, no jeans, no cycling shorts and no tight-fitting shorts);
- Navy pleated skirt with gold trim;
- Navy tie with gold crest;
- Plain navy or grey socks or tights.

#### **Years 9 to 11 (September 2025)**

Students in Years 9 to 11 are now able to purchase and wear the new navy school uniform (as detailed for Years 7 & 8 above).

Please note that stock for some items of the current uniform for Years 9 to 11 is limited. As and when students need to replace this uniform, where items are no longer available, please purchase the new navy school uniform.

- Collared plain white shirt (this should only be worn if wearing trousers and requires a tie to be worn);
- Open neck plain white shirt (this should only be worn if wearing the pleated tartan skirt and requires a pin to be worn instead of tie);
- Black blazer with school crest;
- Black jumper with school crest (optional, but if a jumper is to be worn it must be purchased from our uniform suppliers);
- Plain black trousers (no leggings, jeans or tight-fitting trousers, please see our uniform suppliers for type of trousers you should purchase);
- Plain black tailored shorts (no sports shorts or tight-fitting shorts);



- Pleated tartan skirt (knee or black long length), you will notice that the price online is reduced;
  - School house tie/house pin for students wearing the tartan skirt;
  - Plain black socks or tights.
- **PE Kit**  
The following items are compulsory:
    - Training top with school crest;
    - ¼ zip training top with school crest;
    - Football shorts or skort with school crest;
    - Coolmax socks.*(Navy for Years 7 and 8. Black for Years 9 to 11. If they grow out of their current PE kit they should replace this with the new Navy PE kit.)*

The following items are optional extras. However, if they are to be worn, they must be the ones from our uniform supplier:

- Multisport top with school crest;
- Training pants with school crest;
- Dance leggings with school crest (dance only) - all students studying BTEC dance must wear the dance leggings available from our uniform supplier.

#### **Other Items/standards**

- Smart outdoor coat – dark in colour (leather, leather-look, denim, hoodies, sweatshirts are not permitted, and no large logos or writing are allowed);
- Shoes – plain black leather-look shoes, no canvas trainers to be worn leather trainers are permitted;
- Headscarves – plain black, navy blue or gold only.
- Sports footwear for PE only – sports trainers, football boots (see information below).
- Students are not permitted to wear false or long nails due to health and safety and requirements for the PE curriculum.
- The school enforces a no make-up policy which includes false eyelashes or other permanent make-up.

It is important to note that all students will require football boots. However, these must have moulded rubber or plastic studs (either firm or soft ground versions). Metal studs/blades or AstroTurf trainers are not permitted. This is in order for students to be able to play on our state-of-the-art indoor 3G AstroTurf pitch.

Students are not allowed to wear make-up in Years 7, 8, 9, 10 and 11. Discreet make-up is permitted in Years 12 and 13. For clarity nail varnish, false nails and false eyelashes are not allowed.

One wristwatch is acceptable, but no other adornment on the wrist or fingers. Students with pierced ears will be allowed to wear small studs or small sleepers, but no hooped earrings. Items that are not acceptable will be confiscated until the end of the half term, when they can be collected from student services.

#### **12. Labelling and lost property**

Parents will be advised to ensure that all students' clothing and footwear is clearly labelled with their name and year group. Any lost clothing will be taken to the lost property box in the medical room.