



## School Uniform Policy

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Statutory / Non-Statutory:	Statutory	Website:	Yes	Review Frequency:	Annually

## Version Control & Amendment History

Version/ Issue No.	Date	Author	Remarks / Reason for Change
1	May 2025	S Davies	New Policy

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## Statement of intent

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

- Providing a sense of belonging and identity.
- Promoting the ethos of our school.
- Setting an appropriate tone for education.
- Preparing pupils for the world of work.

For the purposes of this policy, **“uniform”** includes the following elements of pupils’ 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, eyelashes and nail polish/extensions.

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 pupils, is affordable, and provides the best value for money for both the school and pupils’ families.

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

- Engage with parents and pupils.
- 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 pupils.
- Take a sensible approach to allow for exceptions to be made, e.g. during adverse weather.
- Ensure that the uniform is suitable and safe for pupils 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.

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## 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:

- School Complaints Procedure and Policy for Managing Serial and Unreasonable Complaints
- Behaviour Policy
- Tendering and Procurement Policy - BG

## Roles and responsibilities

The Governing Board is responsible for:

- Establishing, in consultation with the Headteacher 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 pupil.
- Listening to the opinions and wishes of parents, pupils 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 School Business Manager is responsible for:

- Working with suppliers to procure uniform that is good value for money
- Ensuring that parents have ready access to full price and second-hand uniform

The Senior Leadership Team/Inclusion Team are responsible for:

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- Enforcing the school's uniform rules on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil 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 pupils with an exemption letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting shirt.

Staff are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Where appropriate to their role, disciplining pupils who are in breach of this policy.
- Ensuring that pupils 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 school 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 an appropriate size.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the school 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.

## 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

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In accordance with the 'School Admissions Code', the headteacher 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, pupils at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform.
- Children Looked After and Previously Children Looked After.

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 pupil, 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 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 that can be bought at non-specialist retailers or school, instead of requiring specific branded blazers.
- Offering options to purchase non branded items of uniform, for example school trousers
- Making donated second-hand uniform available

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 pupils, 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.

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

## Equality principles

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The school takes its legal obligation to avoid unlawfully discriminating against any pupil 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 pupils can access a school uniform which is comfortable and 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 pupils are consulted over any changes to school uniform, and that, where appropriate and with pupils' consent, views and advice are sought specifically from pupils, and parents of pupils, who:

- Are transgender or non-binary.
- Are of a religious 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 Headteacher and Governing Board, and always in accordance with the school's Complaints Procedures Policy.

Information on how the school ensures its Uniform Policy does not discriminate against pupils with specific protected characteristics is outlined below.

## **Gender**

To avoid disproportionately impacting pupils 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 pupils of a certain gender to buy additional uniform, e.g. by requiring female pupils to buy both trousers and skirts.
- Not indirectly requiring pupils of a certain gender to buy additional uniform, e.g. by offering football in PE to only male pupils and requiring they buy football boots to participate.
- Not holding pupils 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 pupils 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.

## **Religion**

To avoid disproportionately impacting pupils of a certain religion, belief or culture, the school will ensure that there is flexibility to allow pupils 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 pupils will be weighed against any health

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and safety concerns appropriate to the circumstances, e.g. if safety headgear needs to be worn.

## **Race**

To avoid disproportionately impacting pupils 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 pupil's ethnic origin, e.g. natural Afro hairstyles.
- Not banning hairstyles worn because of cultural, family and social customs, e.g. cornrows.

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 pupils with SEND or medical conditions, the school will ensure its uniform policy takes into account the needs of these pupils. This includes:

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

Where the needs of these pupils 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.

## **Complaints and challenges**

The school will endeavour to resolve all uniform complaints and challenges locally and informally, in accordance with the school's School Complaints Procedure and Policy for Managing Serial and Unreasonable Complaints.

The school will refer individuals who wish to complain to the Complaints Procedures 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 pupils for breaching the school's rules on appearance or uniform. The school expects this to be carried

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out in accordance with the school's published behaviour policy. The school aims to deal with pupil non-compliance in a proportionate and fair way.

## School uniform supplier

The school's current school uniform suppliers are:

- Pretty Little Things – 7 New Road, Radcliffe, M26 1LS
- Macron - Unit 1A, Bright St, Bury, BL9 6AQ
- Monkhouse Schoolwear – 86 The Rock, Bury, BL9 0PB

Some items can be purchased from most high street stores

The Governing Board will be able to demonstrate how uniform is procured at the best value for money. The school will work to ensure that the items are procured as cheaply as possible without compromising on the quality, e.g. by requesting standard-style items from the supplier rather than more intricate and unique designs.

The school will not sign contracts with suppliers before requesting visualisations and samples of proposed uniform.

The school will order new uniform each December. Where the school is proposing to change suppliers, it will reach out to suppliers by October in the determination year.

## 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

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.

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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.

## Uniform assistance

The school aims to support disadvantaged families where possible in meeting the costs of school uniforms.

The school will hold second-hand school uniforms for parents to access; access to these uniforms will be made available upon request made to the School Business Manager.

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

## Non-compliance

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

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

Where a pupil has been sent home to rectify uniform breaches, the absence will be recorded as 'authorised'. If a pupil 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 pupils' breaches of school uniform in all cases.

## School uniform

The school uniform is as follows:

### Uniform

- Black trousers. Not skin-tight or cropped, not flared. Not denim material. They should not be made of Lycra, denim, or jogger material and should be full length and not above the ankle. Leggings are not allowed. Trousers should not have textured marks/lines. As an alternative to wearing trousers, a school skirt can be worn. These school skirts have The Derby High School logo and are available from the uniform supplier Pretty Little Things. The Derby High School skirt must be worn if students want to choose the skirt option. Students are not allowed to roll their skirts. Persistent failure to wear a school skirt appropriately will result in a skirt ban.
- Plain V-neck Black school jumper (optional) not sweatshirt material or hoodies

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- Practical outdoor coat or anorak – No fashion items including leather, denim or sweatshirts/hooded tops, bandanas or baseball caps. Outdoor clothing should not be worn when inside the school building.
- Shoes – Plain black practical leather (not canvas shoes or pumps, trainers/material sports shoes). Students wear their footwear five days a week. It is important that they are suitable and sturdy. No logos or brightly coloured laces. Fashion shoes e.g., high heels, open toes or slip-on shoes are not suitable. Boots are only allowed if worn with trousers.
- Socks – Tights/socks – Black tights or plain white or black socks between ankle and knee length. No frills, bows or patterns.
- Jewellery/makeup – No jewellery allowed with the exception of a wristwatch. No piercings are allowed. This includes ears, tongue, face etc. No 'clear' piercings are allowed. (Note – plasters etc. covering piercings are not permitted).
- Make-up – No makeup is allowed. No nail varnish/gel or false nails allowed. No false eyelashes.
- Hairstyles – Extreme hairstyles or unnatural colours are not permitted, including on hair extensions/weaves. Fully shaven heads or parts of heads/shaved patterns/lines in hair or eyebrows are not permitted. If religious headwear is worn, it should be plain black or navy blue.

Blazers can also be purchased from supermarkets or department stores (badges are available to purchase from school).

Blazers and ties can be purchased from both Pretty Little Things and Macron.

Item	Optional or required	Branding	How to acquire
Black blazer	Required	School logo	Branded blazer can be purchased from the uniform supplier or a plain black blazer can be purchased from cheaper retail outlets and the badge purchased from school and sewn on.
White shirt	Required	No branding	Available from school supplier and from regular high-street retailers
Black jumper – not sweatshirt material	Optional	No branding	Available from school supplier or high-street retailers
Black skirt	Required (unless school trousers is worn)	School logo	Available from school supplier
Black tailored trousers – not skintight, Lycra or flared	Required (unless school skirt is worn)	No branding	Available from school supplier or other high-street retailers

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Sensible, plain black shoes – no sports logos	Required	No branding	Available from regular high street retailers
School tie	Required	No branding but specific colour tie	Available from School supplier (supplied by the school for free to all Year 7 pupils)
Prefect tie	Only if a Prefect	Branded	Provided by the school (available from school supplier)
PE shorts	Required	School logo	Available from school supplier
Jogging trousers/Running Leggings	Optional – instead of shorts	School logo	Available from school supplier
T Shirt	Required	School logo	Available from school supplier
Log sleeved jogging top	Optional	School logo	Available from school supplier
Plain trainers	Required	No branding	Available from regular high street retailers
Navy-blue sports socks	Optional	No branding	Available from regular high street retailers

Key Stage 4 Sports Leaders have the option to wear a light-blue Sports Leaders T-Shirt

The school does not consider trainers or high heels suitable school shoes (Trainers allowed in P.E).

### **Jewellery**

The school rules on jewellery are as follows:

- A wristwatch may be worn.

### **Bags**

Pupils must use an appropriately sized bag to carry their books and equipment. It must be able to hold A4-sized workbooks comfortably without causing any damage.

School bags featuring inappropriate images, slogans or phrases will not be permitted.

The school will discourage pupils from bringing valuable bags to school. The school will not be liable for lost or damaged school bags.

### **Hairstyles and headwear**

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Pupils with long hair must ensure that this does not impede their vision, cover their face, or cause a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE.

The following hairstyles, hair colours and headwear are not considered appropriate for school:

- Brightly coloured, unnatural hair colours or brightly coloured hair weaves (black/blue only)
- Headwear with bold patterns or colours (black/blue only)
- Excessive hair accessories (black/blue only)
- Headwear featuring inappropriate words or images
- Lines cut/shaved into hair

### **Makeup and cosmetics**

The school rules on makeup and cosmetics are as follows:

- No Makeup
- False nails, extensions are not permitted
- No nail varnish

Pupils wearing makeup will be required to remove it.

Badges on blazers must be related to school only – e.g. achievement badges

### **Adverse weather**

All pupils will be advised to wear weather-appropriate clothing.

Pupils will be advised not to wear any jumpers or blazers during heatwaves. If outside during break times, pupils not wearing sun-safe clothing will be advised to stay in an area protected from the sun.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when outside.
- The school jumper

### **Labelling and lost property**

We advise that all parents ensure that all pupils' clothing and footwear is clearly labelled with their name and year group.

Any lost clothing will be taken to the lost property in the school office. All lost property will be retained for one month and will be disposed of or repurposed if it is not collected within this time.

School is not responsible for lost uniform items or other personal items

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### **Non School uniform days and School trips when ‘own clothes’ can be worn**

On non–uniform days all pupils are expected to come to school dressed appropriately for a professional working day. If they are going out of school on a school trip, they are representing the school.

On non-uniform days, students are welcome to express themselves through their clothing choices. However, outfits must remain appropriate for a school working environment. To help with this, please ensure the following:

- Clothing should be suitable for all learning activities
- Tops should cover shoulders and midribs and should not include offensive or inappropriate language/images.
- Footwear should be safe and practical e.g. no flip-flops, sliders or high heels.
- Shorts, skirts, and dresses should be appropriate and of a modest length.
- Jewellery and accessories should be kept minimal and safe.

We reserve the right to send pupils home to change their clothing on non-uniform days if they are not appropriately dressed.

### **Monitoring and review**

This policy will be reviewed annually by the Chair of Governors and the Headteacher. The next scheduled review date for this policy is March 2026.

The school will engage with parents and pupils when reviewing this policy.

Any subsequent changes to this policy will be communicated to all staff, pupils, parents and other relevant stakeholders.

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