



Higham Lane North Academy

Uniform Policy



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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, 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 the senior leadership team, 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
- › Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as blazers and 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

A. Uniform – Please help to ensure that any potentially lost items can be returned more easily to the right student by **MARKING EVERY ITEM OF UNIFORM** with your **CHILD'S FULL NAME**.
Thank you.

- **Blazers** All students must wear the official branded school blazer in school and on their way to and from school. Sleeves must be worn at the full length; they must not be rolled up or pulled up.

- **Coats** A plain, full-length black or navy/dark blue coat or anorak, covering the top of trousers/skirts. Unacceptable items include: Coats of any other colours, including a light/sky blue colour; leather or leather-look jackets or coats; hoodies; tracksuit tops; fleeces; sweatshirts; jackets; denim jackets; coats containing large wording; camouflaged, patterned coats; markings, symbols or stripes; coats with excessive, unnecessary zips; coats from sports teams, any other leisurewear. Please note that a jacket is an item that fits mid-stomach and tends to be lighter and less insulating than a coat.
- **Shirts** Plain white shirt tucked in (not a polo shirt)
- **Tie** HLNA branded clip-on tie with the top button done up on shirt.
- **Jumper** (optional): Official branded HLNA plain, navy blue, V-necked sweatshirt or sweater with embroidered HLNA logo. Unacceptable items include: any other sweater, sweatshirt, jumper or cardigan.
- **Trousers and Skirts** Plain navy blue, polyester trousers in good condition, not fraying. Trousers and skirts should be a loose-fit tailored style and be suitable for a professional school environment. The trouser length should meet the school shoe.

Unacceptable trousers include: cords, cotton, skin-tight or denim or flares.

- **Skirt:** Either the official branded plain navy blue pleated HLNA skirt with school logo. Or: a plain, navy blue, pleated skirt with no logo that is of an appropriate length - that sits just on or above the knee and is not rolled up or worn high above the knee. Unacceptable school skirts include the skater style skirt.
- **Acceptable Belts** Plain black/navy blue belt only. Unacceptable items include: belts of other colours; large buckles and patterned belts.
- **Socks/Tights** Plain black/navy blue/grey socks only should be worn with trousers. Plain black/navy blue opaque or flesh coloured tights or plain black/navy blue ankle socks should be worn with the skirt. No socks with lace trims or frills are allowed.
- **Shoes** Flat-heeled, plain, smart black leather or leather-look formal shoes. Shoes should be worn with trousers covering ankles and have only black laces.

Unacceptable items include: trainers - this includes plain black training shoes that look like shoes. Training shoes tend to have a sports logo and/or brand on them such as Adidas, Nike, Puma, Lonsdale, Umbro etc. They also have a rubber sports sole. These types of shoes are not acceptable. Leisure trainers and/or casual shoes such as Vans and Converse are also not acceptable. High-heels, shoes with coloured sections. Suede shoes or boots. Pumps. Canvas shoes or boots. Boots above ankle-height, particularly military-style, construction worker-type, Dr Martens etc. Coloured or multi-coloured laces. Please see School website for further information.

- **Hats** Hats should not be worn on the school site unless we have very cold or very sunny weather. No hats should be worn inside the school buildings.
- **Scarves** Scarves should not be worn inside the school buildings. Students who attend school in incorrect uniform, including unacceptable footwear, will be lent the correct item from Student Services.

Refusal to wear these items will result in a suitable sanction, such as not being able to take part in activities within the classroom and being placed in the Reset room, with any repeated refusal to cooperate with our expectations potentially resulting in a further more serious sanction. Please note: it is not acceptable for students to be excused from wearing the correct uniform because they are waiting for a repair or for items to be delivered. Alternative footwear for medical reasons may be considered but this is at the School's discretion.

B. Personal appearance

- **Make-up** Years 7 and 8 are not allowed to wear make-up. Years 9, 10 and 11 can wear a discrete amount, but may be asked to remove excessive amounts. Eyeliner flicks are not allowed. Students refusing to remove make-up will be placed in the Inclusion Room and parents/carers will be contacted. False eye lashes, coloured nail varnish and/or false nails are also not allowed.
- **Jewellery** No jewellery other than a watch, school badges and one, small, plain ear stud per ear may be worn. Other piercings such as spacers, lobes, forward helix and industrial piercings are not allowed. The School decision on this is final. If a student is unsure about the suitability of a piercing, they should check with their Progress Leader before having it done. The wearing of jewellery in PE is not allowed for health and safety reasons. PLEASE NOTE: necklaces and jewellery should not be worn. PLEASE NOTE: it is not an acceptable excuse for a student to ask to wear unapproved jewellery to prevent a pierced ear or nose from closing up. Covering piercings with a plaster or other item is not acceptable. In these circumstances, a student refusing to remove an item of jewellery will be placed in the Inclusion Room and parents/carers will be contacted.
- **Hairstyles** Long hair should be tidy, should not cover the eyes and should be tied up for health and safety reasons during certain lessons such as PE, Science and Technology. Hair slides/bands/scrunchies should be plain in colour and design. No other hair accessories such as bandanas, flower garlands or flowers are allowed. Parents/carers should not allow their children to have hairstyles that break the rules during term time. If these instructions are not followed, students will be placed in the Inclusion Room and parents/carers contacted. Please bear in mind that hair dyes take several days to wash out and tramlines take several days to grow back. Please save experimentation to the summer holiday. Not acceptable: Colouring that stands out and is obviously different from the student's natural hair colour (eg pink, blue, green, red etc.); tramlines; shaved areas that leave hair at different lengths; hair shaped into patterns. Please be aware of recent trends where the sides and back of the head is cut short leaving a distinct line/edge between that area and the rest of the hair (sometimes known as an 'undercut' or 'disconnection'). This type of haircut is not allowed.
- **Nails:** Nail varnish, acrylic nails and nail extensions are not allowed. Please leave any nail art or similar treatments to holidays only.
- **Tattoos** Students are not allowed to have tattoos.

C. PE Kit The PE kit available from our two current uniform suppliers- The Schoolwear Centre and Matchfit Kit. The kit can also be viewed on the school website.

(compulsory):

- Training shoes, clean and appropriate for indoor use
- Navy blue leggings/shorts with HLNA logo or without HLNA logo
- Navy blue/gold HLNA polo shirt with HLNA logo
- Navy blue/gold hoodie with HLNA logo
- Navy blue/gold polo shirt with HLNA logo
- Navy blue/gold shorts with HLNA logo or without HLNA logo
- Navy blue/gold sports socks with HLNA lettering or plain navy blue sports socks
- Football boots (boys PE)

Optional: Plain, navy blue track suit bottoms • Plain white/black/blue baselayer



We would recommend all the above optional items as a lot of the lessons are outside. Please mark every item with your child’s full name. All students are expected to have the compulsory items for the first PE lesson.

We communicate the following expectations to parents/carers: “Thank you for your assistance in supporting smart appearance in Higham Lane School students. The overwhelming majority of our students meet these expectations and look extremely smart every day. We hope you will agree that these are simple, straight-forward expectations. By encouraging your child to follow these rules, we can all focus on teaching and learning and achievement, not waste time phoning you about inappropriate footwear or hairstyles. Parents/carers have agreed to send their child/children to this school. Adhering to our school uniform, jewellery, make-up and hairstyles expectations is essential.” Inappropriate items will be confiscated from students, where appropriate and students will face further sanctions if they refuse to comply with these rules. We sincerely hope that every student will meet with these expectations so that we can all focus on the teaching your child to be the best that they can be. Thank you, in anticipation, for your support.

Acceptable Coats	Unacceptable Coats/Jackets
	

Acceptable Skirt	Unacceptable Skirts	Acceptable Trousers	Unacceptable Trousers
			

Acceptable Shoes	Unacceptable Shoes	Acceptable Boots	Unacceptable Boots
			

Acceptable type of PE trainers – training shoe that provides sufficient ankle support. Here is an example:	Unacceptable footwear for PE – any footwear that is not a training shoe as this provides insufficient support which is a health and safety risk – here are some examples:
	

4.2 Where to purchase the uniform

The Schoolwear Centre, 36 Newdegate Street, Nuneaton CV11 4EU Tel: 024 7634 1682

Match Fit Kit, Weddington Road, Nuneaton CV10 0AD Tel: 024 7635 0630

Non-branded items are available from other high street retailers. Some second-hand uniform in good condition will be available from Reception at Higham Lane North Academy. We welcome any items of uniform that can be re-worn by pupils whose families would appreciate the support of having second-hand uniform available for their child to wear for school. If you have any items of uniform that you would like to donate, please contact our PTA or hand in to our Reception team. Thank you on behalf of those families that will really appreciate these donations.

5. Expectations for our school community

5.1 Pupils

Pupils are expected to always wear the correct uniform (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 a member of the senior leadership team 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 a member of the senior leadership team 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 headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with your child's Head of Year and Senior Leadership Team.

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 pupil
- 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 every two years by the Deputy Headteacher. At every review, it will be approved by the Students, Parents, Community and Safeguarding Governors' Sub-Committee.

7. Links to other policies

This policy is linked to our:

- Expectations policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy