



Hurstmere School

School Uniform Policy

Responsible:
Principal – Mrs L Ebers

Ratified by Governors:
Finance, Audit and General Purpose Committee

REVIEW HISTORY

REVIEWED	RATIFICATION	CYCLE	REVIEW	NOTES
Autumn 2016	13 TH March 2017	1	Autumn 2017	
Autumn 2017	9 th October 2017	2	Autumn 2019	Policies sub-committee meeting held on 20 th April 2017 agreed to change from 1 to 2 year cycle
Spring 2020	9 th March 2020	2	Autumn 2022	Change of personnel
Spring 2022	27 th June 2022	2	Autumn 2024	Re-write of policy
Summer 2022	11 th July 2022	2	Autumn 2024	Amendment to Section 3 addition of the words “for all genders” added in the second paragraph.

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Next Review: Autumn 2024

Hurstmere School believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identify for all pupils, regardless of their protected characteristics or social-economic circumstances.

The 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 and is affordable and the best value for money for the school and pupils' families.

Hurstmere School believes that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves and dressed in such a way that sets an appropriate tone for education.

All parents are made aware of the uniform requirements at Open Days and in the prospectus. Reminders are given in school publications.

1. Roles and Responsibilities

The Governing Board 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 and inclusive and does not disadvantage any pupil by virtue of their protected characteristics or social-economic status.
- 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 how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DFE's Cost of school uniforms' guidance.
- Processing and approving all eligible parents' requests for assistance with providing school uniform.

The Principal is responsible for:

- Enforcing the school's uniform 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 card as appropriate, ie for a pupil who has broken an arm and requires a loose fitting top.

Staff Members are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times. Form tutors should regularly check their tutor groups uniform and inform the Raising Standards Leaders of any boys not in the correct uniform. The Raising Standards Leader will contact parents and sanction boys as appropriate.
- Disciplining pupils who are in breach of this policy.
- Ensuring that pupils understand why having a consistent and practical school uniform is important ie 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 a more relaxed uniform policy for a period of time, detailing reasons why.
- Ensuring that their child's uniform is clean, presentable, and correct size.

Pupils are responsible:

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

2. Cost Principles

The school is committed to ensuring that its school uniform is affordable and accessible to all pupils and does not place an unreasonable burden on parents.

In accordance with the Schools Admissions Policy, the Principal will ensure that the school's uniform policy does not discourage parents from applying for a place for their child.

The school will access 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 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 pupils with protected characteristics that may impact their ability to access the uniform due to costs.
- Looked After Children (LAC) and Previously Looked After Children (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 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, ie shirts and socks, to ensure their child can come to school in clean uniform every day.

The school keeps variations in school uniform for different groups of pupils, ie year group-specific items or house colours, to a minimum where possible to ensure that pupils can get the most wear out of their uniform possible and that parents can pass some items down to younger siblings.

The school keeps 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, including by virtue of logos, colours, design, and fabrics. Where the school decides to require an item of branded clothing, it will conduct a price review to ensure prices are kept as low as possible.

The school is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school has and will continue to work with multiple suppliers to ensure it obtains the best value for money possible. Any savings negotiated are passed to parents where possible and the school does not enter into any cash-back arrangements. More information on supplier processes can be found in the 'School uniform supplier' section of this policy.

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

3. Equality Principles

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously and aims to ensure that the uniform policy is as inclusive as possible so that all pupils are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are.

The school will work to ensure that school uniform's cost does not disproportionately affect any pupils by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out in section 3.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that views and advice is sought specifically from pupils, and parents of pupils, who:

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

The school ensures that pupils who are required to follow certain dress requirements, ie by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The school endeavours to meet all requests for amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual pupils are weighed against any health and safety concerns for the entire school community.

Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the Principal and Governing Board, and always in accordance with the school's Complaints Procedures Policy.

The school ensures that the needs of pupils with SEND and/or sensory difficulties are considered in the uniform policy, ie ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams; however, 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.

4. Complaints and Challenges

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

To make a complaint, parents should refer to the Complaints Procedures Policy and follow the stipulations outlined.

When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome. Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

5. School uniform supplier

Our current school uniform supplier is:

Name - JK Clothing

Address - 14 Wellington Parade, Blackfen Road, Sidcup, Kent, DA15 9NB.

Telephone Number - 0208 303 3136

Website – www.jkclothing.net

The Governing Board will ensure that a written contract is in place with the supplier for branded items.

The school will retender the uniform contract every five years, whether changes to the uniform are made or not, in line with the Tendering and Procurement Policy in the Schools Finance Manual. The Governing Board will be able to demonstrate how uniform is procured at the best value for money. The Principal will work to ensure that the items are procured as cheaply as possible without compromising on the quality, ie by requesting standard-style items from the supplier rather than more intricate and unique designs.

The school does not sign contracts with suppliers before requesting visualisations of proposed uniform, as well as fabric samples.

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

6. Uniform Assistance

The school supports vulnerable families in meeting the costs of uniforms. School uniform assistance is provided, parents/carers must contact the Finance Department at Hurstmere School to request financial assistance. The budget for the school uniform assistance scheme comes from pupil premium funds.

The school holds second-hand school uniforms for parents to access; access to these uniforms are available upon request made to the Business Manager. Parents are invited to donate their child’s uniform when they no longer need it.

7. Non-Compliance

Staff members are permitted to discipline pupils for breaching this policy, in accordance with the school’s Behaviour Policy.

The Principal, or a person authorised by the Principal, is 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 school considers the pupil’s age and vulnerability, the length of time it will take, and the availability of the pupil’s parents.

Where a pupil has been sent home to rectify uniform breaches, the absence is recorded as ‘authorised’.

If a pupil repeatedly breaches uniform rules, or takes longer than necessary to rectify the absence, the absence is counted as ‘unauthorised’.

Boys who do not comply with the school rules may be excluded.

Parents will be notified in all cases.

8. Clothing

The School Uniform is as follows:

Item	Optional or Required	Branding	How to acquire	Cost per item from School Supplier -JK Clothing
Regular School Uniform				
Black Blazer with embroidered school logo	Required	School logo embroidered	JK Clothing, Second hand from School	From £29.99
Black Trousers (Not Jeans, cords, or Chinos)	Required	No branding	JK Clothing, Regular Retailers, Second hand from School	From £9.99
White Shirt (short or long sleeve)	Required	No branding	JK Clothing, Regular Retailers, Second hand from School	Twin pack from £13.99 short sleeve/ long sleeve.

Plain black v neck jumper (Prohibited – No Hooded sweatshirts to be worn)	Optional	No branding	JK Clothing, Regular Retailers, Second hand from School	From £11.99
Tie	Required	Year Group Colour Branded	JK Clothing, Second hand from School	From £6.50
Black socks	Required	No branding	JK Clothing, Regular Retailers	From £4.99 pack of three
Sensible, plain black shoes (not trainers)	Required	No branding	JK Clothing, Regular Retailers	From £22.99
A suitable, plain overcoat for wet weather, with no large logos-leather, 'leather look' and denim jackets/coats are unsuitable	Required	No branding	Regular Retailers	N/A
PE KIT				
PE Polo Shirt	Required	Branded (white/red trim with school logo)	JK Clothing, Second hand from School	From £11.99
Rugby / Football Shirt	Required	Branded (white/red trim with school logo)	JK Clothing, Second hand from School	From £19.99
Red Shorts	Required	No branding	JK Clothing, Second hand from School	From £5.99
Red football socks	Required	No branding	JK Clothing, Second hand from School	From £4.99
Track suit top	Optional	School logo embroidered	JK Clothing,	From £16.50
Track suit pants	Optional	School logo embroidered	JK Clothing,	From £17.99

All white trainers (Indoor training)	Required	No branding	JK clothing Regular Retailer	From £29.99
Football Boots	Required	No branding	Regular Retailer	N/A
Accessories				
Shin Pads	Optional	No branding	JK clothing Regular Retailer	From £4.99
Mouth Guard	Optional	No branding	JK clothing Regular Retailer	From £2.99
School Bag	Optional	No branding	JK clothing Regular Retailer	From £10.00

Prohibited items: caps, hooded sweatshirts

Free iron on name labels with garments

Art, Craft and Science & PE

A protective apron should be supplied for these subjects.

Parents are responsible for ensuring their child brings their PE Kit to school when required.

Jewellery

Permitted jewellery that may be worn is:

- Smart and sensible wrist watch

Watches are the responsibility of the pupil and not the school. Lost or damaged items will not be refunded. Watches must be removed during practical lessons including PE lessons and science experiments.

School Bag

Pupils must use an appropriately sized waterproof bag to carry their books and equipment. It should hold A4-sized work books comfortably without causing any damage.

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

The school encourages pupils to bring non-valuable bags to school. The school will not be liable for lost or damaged school bags.

Labelling

All pupils' clothing and footwear is to be clearly labelled with their name.

9. Links with other policies

This Policy links to the following policies and procedures

Behaviour policy

Complaints policy

Equality policy