

Uniform Policy

Reviewed & Adopted by Board of Trustees: 7 July 2026
Date of Next Review: Summer 2027
Responsible Officer: Executive Principal

This policy was written in response to the Education (Guidance about Costs of School Uniform) Act 2021 and the Department for Education's non-statutory guidance on school uniform.

Key points of this legislation and guidance are:

1. Schools need to ensure that their uniforms are affordable.

When a child starts at one of HSAT's academies, the academy works with each family to ensure that the expectations around items of compulsory uniform are understood.

For any Local Authority maintained school that joins the Trust we provide a free uniform for every child, to ensure that parents do not have additional costs as a result of the school's change of governance.

Individual academies will be able to let you know what the uniform pack consists of, either by telephone, visit or via the website.

2. In considering cost, our academies think about the total cost of uniform, taking into account all items of uniform or clothing parents/carers will need to provide while the child is at the academy.

If necessary, families can ask for financial support towards a uniform by speaking with the Principal.

3. Schools should keep the use of branded items to a minimum.

The requirement for branded items is kept under regular review. We believe it is important to minimise branded items, whilst maintaining the quality and consistency of uniform and to avoid the distraction that can be created by lengthy discussions about what does and does not meet the uniform standards.

4. Each academy's uniform guidelines are published on the academy's website and are available for all parents and carers. They should be easy for them to understand.

This requirement is met by this policy, which is available on our HSAT website.

5. Academies should ensure that their uniform supplier arrangements give highest priority to cost and value for money (including the quality and durability of the garment) for parents and carers.
6. Academies should tender their uniform contracts at least every 5 years. Exclusive single supplier contracts should be avoided unless regular tendering competitions are run where more than one supplier can compete for the contract and where best value for parents is secured.

Individual academies will be able to inform parents and carers who they currently hold uniform contracts with.

7. Academies should ensure that second-hand uniform is available for parents to acquire. Information on second-hand uniform should be clear for parents of current and prospective pupils and published on the academy's website.

Our Uniform Policy

It is important for each academy and its pupils that the way pupils present themselves is positive, acceptable and is in keeping with a well-ordered establishment. It is expected that all pupils will come to school every day in a neat, clean uniform, giving the message that our children take pride in belonging to their academy. The support of families is essential to this process.

A smart uniform improves discipline, self-esteem and self-respect. Uniform helps to maintain a focus attention upon learning.

So that all pupils have a sense of pride in their appearance, we ask that the uniform is worn appropriately and in full, as described above. Pupils not adhering to the uniform code will be supported in ensuring they do not face discrimination because of this.

Pupils arriving to school in incorrect uniform will be supported to rectify this by loaning items of uniform from the academy. Leaders will follow academy guidelines associated with the agreed uniform not being worn, which includes informing parents/carers so they can assist with ensuring the correct uniform is worn in future.

On occasions where medical conditions are evidenced to the academy, reasonable adjustments will be made.

Hardship

The Hardship Fund is a discretionary source of financial help available to all registered full-time academy pupils. This fund is available to help pupils/parents who have difficulties in paying for uniform, shoes or sports equipment. If a Principal requires financial support from the Trust centrally in order to supply a pupil in need of any part of a uniform, please contact the Trust.

Religious Dress

We recognise that some pupils may wish to wear distinctive garments for religious reasons. However, the academies reserve the right to determine the religious garments and symbols that will be allowed after consultation with the representatives of parents/carers and local leaders of the relevant religious groups. No dress will be allowed that covers any part of the face from forehead to chin in the interests of safety. It is vital that the school staff have full visibility of pupils' faces and can recognise at all times who is in school. Should parents/carers require their child to wear a specifically religious garment or symbol, they should contact the academy who, after consultation, will contact the parent/carer with a decision.

Current guidelines permit the following:

- A religious head covering may be worn but must be plain, as well as of an agreed colour

Religious symbols

The wearing of unobtrusive religious symbols will normally be allowed as a waiver to the policy on jewellery, provided that:

- the item is an extremely important mark of faith.
- by wearing it, no pressure is brought on other pupils.
- it generally is not seen, because it is under other clothing.
- there is no health & safety risk.
- permission for a waiver has been obtained in advance of it being worn, from the Principal, and permission granted in writing.

Equal Opportunities

In determining and implementing the uniform policy and internal guidelines, academies will take account of our Equality & Diversity Policy and the needs of individual students.

Equality Impact Assessment

The Trust has carefully considered the impact of this policy on pupils and families in line with the Equality Act 2010. We are committed to ensuring that uniform expectations do not disadvantage any individual or group. Reasonable adjustments will be made where required, including for disability, medical needs, religion or belief, and individual circumstances. Financial support is available through the Trust's hardship arrangements to ensure that all pupils can access appropriate uniform. This policy will be applied fairly, consistently and with due regard to the Trust's Equality & Diversity Policy.