TRUST UNIFORM POLICY – HORBURY BRIDGE CE ACADEMY

Approved by:	Head of School	**Date:** September 2026
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Horbury Bridge CE Academy's vision is "Living by our Christian Values: Together in faith, hope and love." Our uniform supports a shared sense of belonging to our caring school community.

1. SCOPE

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 all 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 RESPONSIBILITIES UNDER THE EQUALITY ACT

The Equality Act 2010 protects individuals from discrimination on the basis of protected characteristics. Horbury Bridge CE Academy will apply this policy fairly and make reasonable adjustments where required.

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
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair, although we reserve the right to ask that long hair 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
- 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
- Parents/carers or pupils who would like to request an adjustment to this policy should contact the Head of School. Requests will be considered individually, taking account of the child's needs, the reason for the request and the school's legal duties.

3. LIMITING THE COST OF SCHOOL UNIFORM

Horbury Bridge CE Academy 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 uniforms.

We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo attached or be in a unique fabric or style) cannot be purchased from a wide range of retailers, and that requiring many such items limits parents/carers' ability to shop around for the best price.

We will therefore make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents and carers

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary.
- Limiting any items with distinctive characteristics where possible.
- 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.

- Making sure that arrangements are in place for parents to acquire second-hand uniform items.
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes.
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

4. EXPECTATIONS

4.1 Our school's uniform

Item of Uniform (Nursery – Year 6)
Jade green cardigan or sweatshirt
Navy-blue trousers, shorts, skirt or pinafore dress
White or navy polo shirt
Sensible dark school shoes or dark-coloured trainers
Summer option: green and white dress
PE KIT (Nursery – Year 6)
Indoors: navy/pale blue school PE top (with logo) and navy shorts
Indoor gymnastics is carried out in bare feet, in line with health and safety guidance
Outdoors: navy/pale blue school PE top (with logo) and school PE jumper (with logo)
Navy shorts
Navy jogging bottoms or tracksuit bottoms
A change of trainers (no pumps)

Outdoor learning and Forest School

Children take part in outdoor learning throughout the year. Families should ensure that children come to school with clothing suitable for the weather and outdoor activities. For Forest School, children should wear long sleeves, a jumper, joggers or outdoor trousers, suitable outdoor footwear or wellies, and warm layers as needed, including a hat and gloves in colder weather. Shorts are not suitable for Forest School. Waterproof clothing should be provided when the weather is wet. Please make sure all items are clearly labelled.

4.2 Where to purchase or acquire it

Named school uniform items, including items displaying the school logo, can be purchased from The Box in Ossett. Other uniform items in the correct school colours may be purchased from supermarkets and other retailers. Parents and carers should contact the school office if they are unsure whether an item meets the school's uniform requirements.

If you require support with providing uniform, or wish to recycle uniform, we run a Uniform Exchange where you can purchase items of "preloved" uniform for £1 per item. Speak to your class teacher or the school office.

5. EXPECTATIONS OF OUR SCHOOL COMMUNITY

5.1 Pupils

Pupils are expected to wear the correct uniform at all times (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 or their parents/carers should speak to the Head of School if they would like to request an adjustment to the uniform policy in relation to a protected characteristic or individual need.

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 should contact the Head of School if they would like to request an adjustment 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 in accordance with the school's complaints policy.

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 reach a reasonable and mutually acceptable outcome.

5.3 Staff

Staff will monitor pupils' uniform in a supportive and consistent way. Where a pupil is not wearing the expected uniform, staff will speak with the pupil and/or parent or carer sensitively, give the family an opportunity to resolve the issue and seek support from the Head of School if the situation continues.

Ongoing breaches of our uniform policy will be addressed through:

Dialogue with the parent / carer

Children being issued with the correct uniform / an alternative in school

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 and the pupil will not miss classroom teaching because of a sanction. This is in line with the statutory guidance.

5.4 Governors

The Local Academy 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 pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The Local Academy 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. At each review, it will be considered and approved through the Trust's governance arrangements.

The Head of School will review the policy in relation to Horbury Bridge CE Academy's context. The policy will be approved by the Local Academy Board in accordance with the Trust's governance arrangements.

7. LINKS TO OTHER POLICIES

This policy should be read alongside the following Horbury Bridge CE Academy policies:

- Behaviour Policy
- Equality information and objectives statement
- Anti-bullying Policy
- Complaints Policy