Uniform Policy

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Chair of Governing Board:	**D Hughes**
Policy reviewed by:	**R Pieterse**
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Ratified by:	**Management Committee**
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This policy follows the model guidance from the latest Herts for Learning Education "Uniform Policy"	

Document Control/ Review Sheet

The information in the table below details earlier versions of this document with a brief description of each review and how to distinguish amendments made since the previous version date (if any).

Version Number	Version Description	Date of Revision
001	NEW Herts Federation Policy No changes	26/08/2024 23/09/2025
002		

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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 Centres' legal duties under the Equality Act 2010

The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.

To avoid discrimination, both Centres will:

- Avoid listing uniform items based on sex, to give all students 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 students
- Allow all students to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all students to style their hair in a way that is appropriate for school yet makes them feel most comfortable
- Allow for adaptations to our policy on the grounds of equality by asking students or their parents to get in touch with the Head of Centre, who can answer questions about the policy and respond to any requests

3. Limiting the cost of school uniform

Both our Centres have a duty to make sure that the uniform we require is affordable, in line with statutory guidance from the Department for Education on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have 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' ability to 'shop around' for a low price.

We will make sure our uniform:

- It is available at a reasonable cost (one sweatshirt and two golf shirts will be supplied to each student **free of charge**, when they start at the Centre)
- Provides the best value for money for parents/carers

We will do this by:

- Carefully consider whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible
- 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
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler
- 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
- Consult with parents and students 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

KS3 Students	Stevenage ESC	North Herts ESC
	Navy polo shirt with logo Grey sweatshirt with logo Black trousers/ non-see-through leggings Black shoes/ trainers	1. Navy golf shirt with logo 2. Grey sweatshirt with logo (in cooler weather) 3. Black trousers/ non-see-through leggings 4. Black shoes/ trainers

KS4 Students	Stevenage ESC	North Herts ESC
	Grey polo shirt with logo Navy sweatshirt with logo Black trousers/ non-see-through leggings Black shoes/ trainers	1. Navy golf shirt with logo 2. Navy sweatshirt with logo (in cooler weather) 3. Black trousers/ non-see-through leggings 4. Black shoes/ trainers

- No jewellery or coloured hair is allowed
- Trainers must be worn for PE lessons

4.2 Where to purchase it

- Uniform can be obtained from the school office
- Second-hand uniform can be obtained from the office

The Uniform Monkeys in Letchworth Garden City stocks uniform for North Herts ESC

5. Expectations for our school community

5.1 Students

Students are expected to wear the correct uniform at all times 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)

Students are also expected to contact the Head of Centre 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 are also expected to contact the Head of Centre, 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 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 Centre's complaints policy

The Centre will work closely with parents to arrive at a mutually acceptable outcome.

5.3 Staff

Staff will closely monitor students to make sure they are in correct uniform. They will give any students and families breaching the uniform policy the opportunity to comply but will follow up with the Head of Centre if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Head of Centre in reference to our Centre's behaviour policy.

In cases where it is suspected that financial hardship has resulted in a student not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

5.4 Management Committee

The Management Committee will review this policy and make sure that it:

- Is appropriate for both our Centres' context
- Is implemented fairly across both Centres
- Considers the views of parents and students
- Offers a uniform that is appropriate, practical and safe for all students

Governors will also make sure that both the Centres' 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 annually by the Head of Centre. At every review, it will be approved by Management Committee.

7. Links to other policies

This policy is linked to:

- Behaviour Policy
- Complaints policy