



Hardy Mill School uniform policy

Approved by:

Full Governing Board

Date: April 2025

Next review due by:

March 2026

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 Mrs Briggs, Head teacher, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

3. Expectations for school uniform

4.1 Our school's uniform

On days when your child's class does not have PE, the following items of clothing are to be worn:

- Grey trousers, skirt or pinafore
- Green jumper, green cardigan or green school sweat shirt
- White, green or yellow polo shirt
- Grey or white socks
- Black, flat, sensible shoes (**no trainers or sandals**)

In warm weather, the following items of clothing may be worn:

- Gingham dresses in either yellow and white or green and white
- Grey shorts

'Active Wear' PE Uniform

On the days that your child's class has PE, the following items of clothing are to be worn:

- Plain white T shirt

- Plain black leggings **or** plain black track suit bottoms/joggers
- Plain black hoodie or zip up top
- Trainers
- Plain black shorts (in warm weather)

These items should not be branded sportswear.

Earrings and watches must not be worn on PE days for health and safety reasons. These should be removed before children come to school, as staff are not be able to remove earrings for the children.

As all children are wearing the same uniform, all items of clothing worn by a child should be clearly named.

Additional information

Jewellery

Jewellery is not to be worn in school with the exception of:

- plain studs in pierced ears
- a traditional watch preferably (Smart watches are only permitted with a parental consent slip that can be requested from the school office)

Hairstyles

- Haircuts should not be less than a Number 3
- Headbands and bobbles must be plain and in line with school colours
- Shoulder length (or longer) hair should always be tied back for health and safety reasons

Nail varnish and make up are not appropriate for school and must not be worn.

4.2 Where to purchase it

- There is **no expectation** for children to have the school logo on any item of their school uniform.
- All items listed as uniform can be purchased from local supermarkets at a reasonable cost.
- For parents who would like their child to wear uniform with the school logo on, this can be purchased from Whittakers, 106 Deansgate, Bolton BL1 1BD

5. Expectations for 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)

5.2 Parents and carers

Parents and carers are expected to make sure their child has the correct uniform, and that every item is:

- Clean
- Clearly labelled with the child's name
- In good condition

Parents/carers are also expected to contact Mrs Briggs, Head teacher, 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 by Mrs Briggs, Head teacher.

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
- 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.

6. Monitoring arrangements

This policy will be reviewed by the Resources Committee biannually.

7. Links to other policies

This policy is linked to our:

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