



Hazel Wood
High School

Respect Responsibility Aspiration

Uniform Policy

Author: Mr P Greenhalgh
Date of Sign Off: July 2023
Date of Review: July 2024



Part of the

Oak



Learning Partnership

Legal Framework

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021

This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy

Roles and Responsibilities

Oak Learning Partnership is responsible for:

- Establishing, in consultation with the headteacher 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 socio-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 School Uniform Assistance Application Forms.

The headteacher 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 letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting top.

Staff members are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Disciplining pupils who are in breach of this policy.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher if their child requires a more relaxed uniform policy for a period of time, including why.
- Ensuring that their child's uniform is clean, presentable and the correct size.
- Pupils are responsible for:
- Wearing the correct uniform at all times, unless the headteacher has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

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 financial burden on parents.

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

The school will assess 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 the 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 younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform due to costs.
- LAC and 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, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school does not have variations in school uniform for different groups of pupils, e.g. year group-specific items or house colours, 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 an assessment 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 will not amend uniform requirements regularly and will take the views of parents and pupils into account when considering any changes to school uniforms.

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 later in this document.

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 implements a gender-neutral uniform, meaning that pupils are not required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records. Transgender pupils are supported to access the uniform that best reflects their gender expression.

The school ensures that pupils who are required to follow certain dress requirements, e.g. 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 headteacher 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, 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. Again, this is assessed on a case by case basis.

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.

School uniform supplier

Our current school uniform supplier is:

- **Name:** Macron Manchester
- **Address:** Unit 1A, off Bright Street, Bury, Lancashire, BL9 6AQ.
- **Tel:** +44 (0) 7479 110 700
- **Website:** <https://www.macronsports.co.uk/hazelwood>

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. The governing board will be able to demonstrate how uniform is procured at the best value for money. The headteacher will work to ensure that the items are procured as cheaply as possible without compromising on the quality, e.g. 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.

Uniform assistance

The school holds a stock of new and second-hand school uniforms in the school office for pupils and parents to access; access to these uniforms is available upon request made to the headteacher. Parents are invited to donate their child's uniform when they no longer need it.

Non-compliance

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

The headteacher, or a person authorised by the headteacher, 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'. Parents will be notified in all cases.

School uniform

School colours

Our school colours are as follows:

- Red
- Grey

Clothing

School uniform expectations are as follows:

- **School Blazer:** Grey Blazer with Hazel Wood High School Badge on the top pocket.
- **Shirt:** A long or short sleeved white shirt, must be worn and the top button must be fastened.
- **Tie:** Pupils must wear a school clip-on tie.

- **Trousers/Skirt:** Pupils can wear either trousers or a skirt, but they must be purchased from Macron and cannot be adjusted in anyway. The skirt cannot be shortened and must reach the top of the knee.
- **Socks/Tights:** Boys must wear mid-grey socks. Girls can wear mid grey socks, either long or short. Alternatively, girls may wear back opaque tights, (40 denier plus). During the winter months (November - March), students will also be expected to back opaque tights (40 denier plus) if opting to wear a skirt.
- **Shoes:** Plain black leather or faux leather. No trainers, no pumps, no boots. Please see additional information on shoes.
- **Jewellery:** Only 1 stud in each ear lobe is permitted. It must be plain and cannot measure more than 3mm. No other piercings are allowed. Other than a watch, no other jewellery is allowed.
- **Make-up:** No make-up is to be worn. Acrylic/false nails are not permitted. Nail varnish is not permitted.
- **Hoodies:** Can be worn to and from school, but once in school must be placed into the pupil's bag on arrival to school. They cannot be carried or tied around the body.
- **Hair:** Must be natural colours in a neat and tidy style. Any accessories in the hair must be red. Designer lines shaved into hair are not permitted.
- **Hijab:** Must be plain black with no patterns, jewels etc.
- **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.

The table below outlines the compulsory elements of our uniform in more detail, including branding, where they can be purchased and current prices from our uniform supplier.

Item	Optional or required	Branding	How to acquire	Cost per item from school supplier
Regular school uniform				
Hazel Wood School Blazer	Required	School logo on left-hand side	To be purchased from Macron directly.	£33.00 (Junior) £39.50 (Adult)
White shirt	Required	No branding	Available regular retailers.	N/A
Hazel Wood School Clip-On Tie	Required	No branding	Available from school supplier and from student services	£5.00

Hazel Wood High School Pleated Skirt	Required	No branding	To be purchased from Macron directly.	£20.00 (Junior) £24.00 (Adult)
Grey Trousers	Required	No branding	To be purchased from Macron directly.	£15.00 (Junior) £18.00 (Adult)
Socks and Tights	Required Boys must wear mid-grey socks. It is compulsory for girls to wear tights in terms 1 & 2. These must be black opaque tights (which must be a minimum of 40 denier). After this period, girls can opt to wear either long or short socks instead but they must be also mid-grey.	No branding	Available from regular retailers.	N/A
Black leather Shoes	Required No pumps/trainers or branded trainer shoes)	No branding	Available from regular retailers. Please see footwear expectations on our website (shoes-expectation.pdf) (hazelwoodhigh.co.uk))	N/A
Item	Optional or required	Branding	How to acquire	Cost per item from school supplier
PE kit				
Hazel Wood Rigel T-Shirt	Required	School logo on left-hand side	To be purchased from Macron directly.	£14.50 (Junior) £17.50 (Adult)
Hazel Wood Mesa Short	Required	School logo on right-hand side	To be purchased from Macron directly.	£10.00 (Junior) £12.00 (Adult)
Hazel Wood Azlon Socks	Required	In school colours	To be purchased from Macron directly.	£5.50 (Junior) £6.00 (Adult)
Hazel Wood Banjo Hoodie	Optional	School logo on left-hand side	To be purchased from Macron directly.	£25.00 (Junior) £30.00 (Adult)

Hazel Wood Havel 1/4 Zip	Optional	School logo on left-hand side	To be purchased from Macron directly.	£16.00 (Junior) £19.20 (Adult)
Hazel Wood Jotnar Pant	Optional	No branding	To be purchased from Macron directly.	£16.00 (Junior) £19.20 (Adult)
Hazel Wood Girls Running Leggings	Optional	Hazel Wood on right leg	To be purchased from Macron directly.	£15.00 (Junior) £18.00 (Adult)

Adverse Weather

All pupils are required to wear weather-appropriate clothing that covers as much of their skin as possible during adverse weather (both hot and cold). Parents are responsible for ensuring that their child is dressed appropriately for the weather conditions.

Labelling and Lost Property

All pupils' clothing and footwear is clearly labelled with their name. Any lost clothing is taken to the lost property in the Site Office. All lost property is retained for one term and is disposed of if it is not collected within this time.

