KING EDWARD VI
SHELDON HEATH
ACADEMY

UNIFORM POLICY

Responsible Board/Committee	SGB
Policy Type	Academy Policy
Policy Owner	M Billyeald
Statutory	Yes
Publish Online	Yes
Last review date	March 2026
Review Cycle	Annual This policy will not expire but will be reviewed as per its designated cycle. This policy remains effective whilst the review is taking place and will only become non-applicable once the updated version has been approved.
Next Review Date	March 2027
SGB Approval Date	March 2026

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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 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, sexual orientation, 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
- 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 their child's Head of Year who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

3. Limiting the cost of school uniform

Our school 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 uniform.

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

We will make sure our uniform:

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

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible for example, by only asking that the blazer, tie and specific items of PE kit feature the school logo
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on (as we have done with our blazer badge)
- 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 maximum of 4, 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
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items – these are available from our uniform shop at the Academy.
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy
- Making second hand uniform available in our school uniform store at a reduced cost

4. Expectations for school uniform

4.1 Our school uniform

Students in Years 7 - 11 are expected to wear Academy uniform at all times and a high standard of dress is required. Any items highlighted in bold are KESH branded items. All other pieces of uniform can be purchased from any supplier. Any family who requires financial assistance acquiring Academy uniform should contact the Pastoral Manager for the respective year group at the Academy.

Uniform List (compulsory items unless specified)

- Black trousers of regular shape and formal design and fabric (not tapered/skinny leg or flared) – no jeans/heavy cotton style, or a **KESH branded knee length plain black skirt.**
- Plain white shirt with top button
- **Academy clip-on tie**
- Academy blazer (or a plain black blazer with the **Academy badge** attached). The Academy badge is provided free of charge to all students.
- **Academy black V-necked jumper (optional item).** Students are not required to wear a jumper under their blazer but if they choose to do so it should be a KESH branded jumper.
- Plain black shoes with no logos – trainers and boots (including ankle length boots) are not permitted.
- Plain white or plain black ankle socks or plain black/flesh-coloured tights (no branding)
- A suitable school bag that is large enough to fit student equipment and books (pouch bags/handbags are not permitted). A branded KESH backpack is available, but this is not compulsory.

P.E. List

- **House PE polo shirt**
- Plain black shorts/Plain black tracksuit bottoms/Plain black leggings (these items must have minimal logos and must be plain black without different colours/stripes).
- Plain white/black sports socks
- **Academy training top (this is optional but if a jumper/training top is worn it must be the KESH version)**
- Trainers and football boots. Please check the information on which boots/trainers to purchase on the website – only certain boots/trainers can be used on the Astro Turf pitch
- Shin pads and a mouth guard

Other Uniform Expectations

Hairstyles

- Hairstyles should be appropriate. For example – excessive razor cuts, mohicans, tram lines and spiked hair will not be acceptable.
- Hair colour should be within the natural range – for example, purple, red, pink, green, blue and the like are not permitted. If in doubt, consult the Academy prior to proceeding with a haircut or colouring.

Jewellery

- Students are permitted to wear a watch, and singles studs in each ear. Smart watches are not permitted. Rings and bracelets are not permitted.
- Jewellery on other parts of the body is not permitted including body or facial piercings such as tongue or nose piercings (this includes clear nose/facial studs). This includes skin and body decorations. If in doubt, contact the Academy before proceeding.
- We recognise that some religions have articles of faith which have exceptional importance, and we welcome an open dialogue in such cases.

Coats

- Students can bring a choice of their coat to the Academy however this must be removed when inside the building.

Make Up

- Students can wear a small amount of make-up provided that this is deemed to be subtle.
- Nail varnish, false or acrylic nails are not permitted in the Academy (clear nail varnish is permitted).
- Extensions/false/acrylic nails can represent a health and safety risk and as a result are not permitted.

Shoes

- The only shoes allowed must be black plain leather/leather effect. If they have laces, they must be black. The shoes should have no significant trim which is not black.
- Open-toed shoes or shoes without a back represent a health and safety hazard and cannot be worn to the Academy.
- Trainers or boots must not be worn in the Academy (this includes ankle length boots).
- Medical notes will be required for those students that have diagnosed conditions that prevent them from wearing school shoes. In these case students will be expected to wear plain black trainers.

Other

- Sweatshirts and hoodies should not be worn.
- Baseball caps or other headwear should not be worn except for headscarves.
- Black head scarves may be worn by girls – please contact the Academy if you wish to enquire about other items of religious attire.
- We recognise that some young people with SEND require flexibility in the uniform as a reasonable adjustment to access the school environment. There may also be other reasons why parents/carers wish their child to wear something different, and we welcome an open dialogue in such cases.
- If you have any questions about the uniform policy, please contact your child's pastoral manager.

4.2 Where to purchase it

Any non-branded items can be purchased from any supplier provided it meets the uniform expectations outlined in section 4.1. Any branded items can be purchased from Mansuri's school wear or Clive Marks schoolwear.

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)

Pupils are also expected to contact Mr B Elcock 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/carers are also expected to contact Mr B Elcock 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 principal if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with in accordance with our behaviour policy.

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
- Takes into account the views of parents/carers and pupils
- 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, for example by avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

7. Links to other policies

This policy is linked to our:

- Behaviour policy

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