

# Uniform Policy

Holland Park School | 2025-26

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Reviewed by	Billy			
Approved by	Executive Principal		Governing Board	
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## Contents

Aims .....	2
Our school’s legal duties under the Equality Act 2010.....	3
Limiting the cost of school uniform .....	3
Expectations for school uniform .....	3
Main School Uniform.....	3
Additional Points.....	4
PE Kit .....	4
Where to purchase it .....	4
Nearly New Uniform Shop.....	5
Financial Support.....	5
Expectations for our school community .....	5
Pupils .....	5
Parents and carers.....	5
Staff .....	6
Governors.....	6
Hair & Jewellery / Piercings .....	6
Hair .....	6
Jewellery .....	6
PE Kit Policy.....	7
PE Kit Expectations.....	7
Sanctions for Non-Compliance .....	7
Monitoring arrangements .....	7
Transition Policy for summer 2025 .....	7

## 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

## 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 sex, race, religion or belief, and gender reassignment. To avoid discrimination, our school will ensure guidance from the equality act 2010 is followed and adhered to.

### Limiting the cost of school uniform

Our school has a duty to ensure that our required uniform is affordable, in line with statutory guidance from the Department for Education on the cost of school uniform. We recognise that items with distinctive characteristics, such as branded items, logos, or unique fabrics, colours or designs, may be available only from limited suppliers. Requiring too many such items restricts parents' ability to shop around and find the best value.

We will ensure our uniform is available at a reasonable cost and offers the best value for parents and carers by:

- Re-tendering our uniform contract every five years to secure competitive prices for branded items
- Reviewing annually which distinctive items are essential to our school identity, and reducing these where possible
- Making certain uniform elements optional and providing a list of unbranded alternatives that can be purchased from any supplier
- Avoiding requirements for items pupils could wear outside school, such as coats and shoes
- Avoiding different uniform requirements for year groups, classes, or extra-curricular activities
- Providing access to good-quality second-hand uniform through our school shop
- Avoiding frequent changes to uniform specifications and minimising the cost impact of any changes on families
- Offering financial support to families for whom the cost of uniform is a significant burden
- Consulting with parents and pupils before making significant changes to the policy
- Considering any complaints about the policy carefully and promptly

## Expectations for school uniform

### Main School Uniform

- The Holland Park jacket / blazer
- The Holland Park trousers or skirt
- The Holland Park shirt or blouse
- The Holland Park tie: if wearing the shirt and not the blouse
- Plain black socks or tights and compliant black footwear
- The Holland Park school bag
- The Holland Park outdoor coat or plain, unbranded black or navy-blue coat
- The Holland Park cardigan or jumper
- The Holland Park scarf, or plain, unbranded black or navy scarf (only to be worn outside the building)

## Additional Points

- No student is permitted to wear makeup or nail varnish
- Socks and tights should be plain black (not patterned). Socks should be ankle length only (not knee-length). Tights should be plain, at least 40 denier and not intentionally worn with ladders or holes
- All students are expected to wear plain, black, formal shoes.
- Plain black or white headscarves may be worn for religious purposes. Any covering that obscures or hides the face is not permitted
- Shirts must be worn with the top button fastened; ties should sit over closed top buttons and be just above waist length.
- Shirts and blouses must be always tucked in
- Trousers should be worn around the waist not the hips
- A plain black belt with plain buckle can be worn with the school trousers, if required
- Skirts must not be modified by alteration or shortened by 'rolling them up.'
- Hair should be worn in an appropriate manner for school. Shaved eyebrows, tramlines in hair, dyed hair of an unnatural colour or shaved heads (unless there is a medical/personal reason e.g., hair loss/alopecia) are not permitted.
- It is recommended that long hair is always tied back, but it must be tied back for practical lessons and for PE lessons. If a headband is worn, it should be plain black.

## PE Kit

The school's PE kit is mainly navy in colour and consists of the following:

- The Holland Park PE top (linked to house, when re-purchasing or if a new starter)
- The Holland Park shorts or unbranded plain navy alternative shorts (stretch material shorts are permitted but should not be cycling shorts or leggings)
- The Holland Park School "PE" football socks, unbranded navy "football" socks or white "tennis" socks (can be branded).
- The Holland Park School PE jogging bottoms or unbranded plain navy-blue jogging bottoms
- Unbranded navy-blue jumper
- A navy-blue base layer
- Trainers
- Hair tie for long hair
- Sports bras (optional but advisable)
- Sports hijab (optional but advisable)
- Any headscarves / hijabs tucked into shirts
- Religious symbols, items and all other jewellery are not allowed to ensure we comply with health and safety guidelines.

## Where to purchase it

The school's current uniform supplier is Stevensons. The contract will be re-tendered every 5 years to ensure best value for money.

- Uniform can be purchased online through their website [www.stevensons.co.uk](http://www.stevensons.co.uk)
- Unbranded items can be bought from any high street retailer

## Nearly New Uniform Shop

- The school accepts donations of second hand uniform that is in good condition from parents and students. Donations are gratefully received through our reception team on school site.
- The Nearly New Uniform Shop is open during term times on a Tuesday between 2.30pm and 3.30pm.

## Financial Support

Financial support is available to families who cannot afford the school's uniform in 2024 - 2025. If a parent requires financial support, they should contact Mr Egleton, Vice Principal, via email at [billy.egleton@hollandparkschool.co.uk](mailto:billy.egleton@hollandparkschool.co.uk) who will outline what help is available based on individual circumstances.

## Expectations for our school community

### Pupils

Pupils are expected to always wear the correct uniform 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 their Head of Year if they want to request an amendment to the uniform policy in relation to their protected characteristics.

### 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 their child's Head of Year, 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 school's complaints policy
- The school will work closely with parents to arrive at a mutually acceptable outcome.

## 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 the behaviour policy will be applied if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by Mr Egleton, Vice Principal. 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.

## 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 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.

## Hair & Jewellery / Piercings

### Hair

Holland Park School students are expected to attend school with hair in a natural colour and styled in a professional manner. Extreme hairstyles are not permitted. For the purpose of this policy, "extreme hairstyles" include, but are not limited to, shaved patterns or designs, Mohicans, significant differences in hair length (e.g. shaved sides with a long top), brightly coloured or multi-coloured hair, unnatural colours (such as red, blue, green, pink, purple, or any fluorescent shades), and any style that draws undue attention. Students arriving at school with hair in an unnatural colour or an extreme style will be placed in the Refocus Room until the issue is corrected.

### Jewellery

Jewellery is not permitted under any circumstances, including if worn for religious reasons, to ensure the safety of all students on the school site. The only exception is one small, clear stud in each earlobe; all other piercings are forbidden. Any jewellery or piercings seen by staff will be confiscated and kept securely at reception until collected by a parent or carer at the end of the week. Under no circumstances will jewellery be returned directly to students. Students who refuse to hand in prohibited jewellery will be placed in the Refocus Room until the jewellery is surrendered or the student attends school without it.

The school take no responsibility for any lost items of jewellery.

# PE Kit Policy

## PE Kit Expectations

Students must bring their full PE kit to school on the days they have PE lessons. If a student is injured or unwell, they are still required to bring their kit and get changed, as they will participate through alternative roles such as coaching, officiating, or assessing.

If your child is injured or too unwell to take part physically, you must email both their PE teacher and Head of Year **before** the lesson. Failure to do so will result in your child being expected to take part as normal.

In rare cases where an injury makes changing into PE kit impossible (for example, broken bones or an injury causing severe discomfort), you must email the PE teacher in advance explaining why your child cannot get changed.

## Sanctions for Non-Compliance

- Not bringing PE kit: after-school detention issued.
- Incorrect kit (not in line with policy but still able to take part): behaviour log recorded as "incorrect kit." Two logs in a half-term will result in an after-school detention.
- Persistent failure to bring kit: parents may be invited to meet with the Head of PE and Head of Year to address the issue.

## Monitoring arrangements

This policy will be reviewed annually by Billy Egleton, Vice Principal. At every review, it will be approved by the full governing board.

## Transition Policy for summer 2025

As per statutory guidance "Where a school needs to run a competitive process to set up a new contract to secure a supplier for elements of their uniform, they will need to ensure that they have a clear plan to meet this requirement as soon as possible. The size of the contract and the number of changes required will determine how long any changes will take but the contract should be in place no later than December 2023. This will allow time for suppliers to provide the new uniform for the summer of 2024'. (<https://www.gov.uk/government/publications/cost-of-school-uniforms/cost-of-school-uniforms>). In accordance with this guidance and in order not to breach the school's existing contract with Stevensons, the school will:

Retender the uniform supplier contract by December 2024 to identify the most suitable supplier balancing the value for money for families and promoting the ethos, tone and identity of the school

Consult with parents about proposed changes to the uniform to ensure balance of cost and promoting the ethos, tone and identity of the school

Notify parents and carers no later than spring 2025 of any changes to uniform due to come into effect in Autumn 2025 so that they are saved from purchasing unnecessary items