

Uniform Policy

Holland Park School | 2024-2025

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Reviewed by	Olivia Hill Assistant Headteacher			
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Approved by	Headteacher	Governing Board		
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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 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:

- Is available at a reasonable cost
- Provides the best value for money for parents/carers. We will do this by:
 - Re-tendering our contract with our uniform supplier every 5 years to ensure the best available prices for branded items
 - Carefully considering which items with distinctive characteristics are important for school identity and reviewing this every academic year
 - Reducing any items with distinctive characteristics as a result of the above review
 - Ensuring that some uniform elements are optional and providing parents with a list of unbranded alternatives that can be purchased from any supplier and reducing the number of optional uniform items over time as a social leveller
 - Avoiding specific requirements for items pupils could wear on non-school days, such as coats and shoes
 - 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 to acquire second-hand uniform items.
 - Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
 - Offering financial support to parents for whom purchasing uniform is a significant financial burden.
 - Consulting with parents and pupils on any proposed significant changes to the uniform policy and
 - Carefully considering any complaints about the policy

Expectations for school uniform

Our school's uniform

Main School Uniform

- The Holland Park jacket
- 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

Optional Element	Unbranded Alternative
The Holland Park cardigan or jumper	No alternative
The Holland Park outdoor coat	A plain and unbranded black or navy-blue coat
The Holland Park scarf	A plain and unbranded black or navy-blue scarf

PE Kit

- The Holland Park polo shirt (linked to house, when re-purchasing or if a new starter)
- The Holland Park shorts or unbranded plain navy-blue shorts
- The Holland Park school football socks or plain white socks
- The Holland Park school jogging bottoms or unbranded plain navy-blue jogging bottoms
- Unbranded navy-blue jumper
- A navy-blue base layer
- Trainers
- Hair tie for long hair
- Any headscarves / hijabs tucked into shirts
- Religious symbols, items and all other jewelry are not allowed to ensure we comply with health and safety guidelines.

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 obscure 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 alternation 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., hairloss/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.

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
- 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 olivia.hill@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, Assistant 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

Holland Park School students are expected to come to school with their hair a natural colour and in a professional style. Extreme hair styles are not permitted and any student coming to school with their hair in an unnatural colour or extreme styles will be placed into the Refocus Room until their hair is corrected.

Jewellery is not permitted under any circumstances, including if worn for religious reasons. This is to always ensure the safety of all students when on school site. We allow one clear stud to be worn in each ear lobe, with all other piercings forbidden. If students come to school wearing jewellery or any piercings and they are seen by staff, the items will be confiscated and kept at reception until parents are able to collect them at the end of the week. Under no circumstance will jewellery be returned to students.

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

PE Kit Policy

Students are expected to bring their PE kit into school on the days in which they have PE lessons. If students are injured or unwell, they are still required to bring in their PE kit and get changed as they will take part in the lesson via coaching, officiating, or assessing. In the event that your child is injured or too unwell to take part in their lesson, you must email your child's PE teacher and Head of Year prior to the lesson. Failure to do so will result in the child being expected to take part in the lesson as normal.

In the unfortunate event that your child is injured to the extent that they cannot get changed for the lesson, please email their PE teacher in advance of the lesson and outline the reasons for them not being able to get changed. Examples may include broken bones or an injury where changing causes severe discomfort.

If students do not bring the correct PE kit to their lesson (this could be one item or the full kit) they will be issued with an afterschool detention. If your child regularly fails to bring in their PE kit you may be called into meet with the Head of PE and Head of Year to discuss the reasons for such lack of engagement in a compulsory subject.

Monitoring arrangements

This policy will be reviewed annually by Olivia Hill, Assistant Headteacher. 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

Links to other policies

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