



# HPP

## School Uniform Policy

Date	Version	Changes
May 2022	1	New policy requirement
April 2023	2	Expectations around makeup and nails
Jan 2024	3	Base layer colour black or white
March 25	4	Consist colours additional items. Mufti replaced with non uniform Non uniform day guidance added

## 1. Aims

This policy aims to:

- Set out our approach to requiring a uniform that is of reasonable cost and offers good 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 sex, race, religion or belief 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;
- 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 the way that is appropriate for school;
- Allow pupils to request changes to swimwear for religious reasons;
- Allow pupils to wear headscarves and other religious or cultural symbols;
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the Executive Leadership Team, who can answer questions about the policy and respond to any requests.

## 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 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:

- Carefully considering whether any items with distinctive characteristics are necessary;

- Limiting any items with distinctive characteristics where possible;
- Limiting items with distinctive characteristics to long-lasting items;
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats and bags;
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler;
- Making sure that arrangements are in place for parents to acquire second-hand uniform items;
- Avoiding frequent changes to uniform and minimising the financial impact on parents of any changes;
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy;
- Ensure that all parents are aware that the school may be able to support uniform costs for entitled children.

## **4. Expectations for school uniform**

### **4.1 HPP uniform requirements for all pupils**

Children are not allowed to wear jewellery such as necklaces or bracelets (unless required for medical or religious reasons). They will be asked to remove any during the day. Children can wear a single pair of small, simple stud earrings which must be removed at home before PE/Games lessons.

Whilst stud earrings are acceptable for school, they are deemed unsafe during PE lessons. The Association for Physical Education strongly recommends the practice of removing all personal effects at the commencement of every lesson to establish a safe working environment.

#### **Actions**

Therefore, children will be asked to remove any earrings prior to PE lessons. If the earrings cannot be removed, a sufficient amount of tape will be provided to cover up the earrings to provide protection. Children will be encouraged to manage this themselves.

#### **Procedures**

Parents will be informed of this in the school newsletter as well as this policy which is published on the school website.

Parents will be asked to teach their children to remove and replace their earrings.

Children **cannot** sit out of PE/Games because of earrings. By doing so, we are ensuring that children are given the maximum opportunity to take part in PE.

Should parents wish their children to wear jewellery, including earrings for religious reasons, a resolution must be found to ensure the safety of the child. This will require arranging a meeting with a member of the senior leadership team.

No make-up is allowed to be worn whilst at school. If a child does come into school wearing makeup, the child will be asked to remove this.

The school does not allow its pupils to wear fashion branded clothing or clothing that has strong branding of a particular store e.g. Hollister, Abercrombie & Fitch, and Jack Wills. In addition, **football strips cannot be worn in school**, even on non uniform days unless directed.

- Headbands and bows must be plain and simple without excessive decoration and should be green or red (HISN) or red , white or black (HJS).
- Hair should not be of an exaggerated style. No extreme haircuts or colour (unless directed e.g. Red Nose Day). **Long hair should be tied back for school including for PE/games and swimming lessons.**
- Religious headdress for religious observance including Hijab, Patka and Kippah should be either green (HISN), red (HJS) white or black.
- Nail varnish and temporary tattoos are not permitted in school, children will be reminded to remove nail varnish for the following day. If this is not adhered to the school keeps nail varnish remover and they will be asked to remove it themselves.
- False nails are not permitted at school. If a child attends school wearing them, they will not be allowed to go onto the playground or participate in PE lessons until they are removed. Parents will be contacted to arrange for this to occur.
- Black shoes (not trainers) should be worn during the school day, boots are not acceptable (unless there is a medical reason supported by evidence from your doctor/podiatrist).
- Open toed shoes/sandals are NOT acceptable due to health and safety considerations.
- Children at KS2 may wear a wrist watch. We discourage smart watches due to their value. However, if this is a smart watch it should be on school mode and all functions except telling the time should be disabled by the parent. If this is not possible or not adhered to, it will not be permitted to be worn to school.
- When the weather is particularly cold, pupils may choose to wear clothes under their normal PE kit (e.g. Under Armour). This additional layer, if visible, should either be red, black or white.
- At HISN children are expected to bring their book bag into school daily. They are allowed to attach a maximum of one keyring to help them identify their bookbag. This keyring should not contain gel or liquid.

## 5. Non Uniform days

Occasionally non uniform days are planned for pupils. This can be as a reward in line with the behaviour policy or as part of a fundraising initiative by the school council or HPPA.

Whilst the pupils are able to wear their own clothes, the school still has some rules which pupils will need to abide by.

- Sensible shoes at all times- no open toe sandals or high heels;
- Hair should still be tied back;
- No face paint, football shirts, hair spray unless given permission;
- No false nails or acrylic nails;
- Shorts should be longer and tops should cover the pupils' midriff.

### **HPP School Uniform Provider.**

Our school uniform is provided by:

**School Days and Just Dancing**

94 High Street Whitton,

Twickenham

TW2 7LN

020 8898 4881

[School Days website](#)

### **Hampton Infant School Uniform**

The children are required to wear the following uniform:

<b>Uniform</b>	<b>Where to buy</b>
Long grey trousers (shorts in Summer) Grey or black jogging bottoms for nursery children	High Street Stores
Grey skirt or pinafore	High Street Stores
School polo shirt or plain Red polo shirt	School Days or high street stores
School Jade cardigan or sweatshirt	School Days
Green and white checked summer dress	High Street stores
Socks - black, grey or white	High Street stores
Black ,grey or red tights	High Street stores
HISN reversible jackets or school fleeces can be worn instead of coats (Please note this is optional)	School Days

School cap to be worn in the Summer (this is optional) Other plain caps without logos are permitted (red, green, white or black)	School Days/High Street stores
Black shoes	High Street stores
HISN Book bag	School Days

### HISN PE/Games Kit

All children wear their PE kits to school on their PE day.

Uniform	Where to buy
Black shorts	High Street stores
Red school t-shirt or plain red t-shirt	School Days/High Street stores
Black jogging bottoms	High Street stores
Trainers	High Street stores

### Hampton Junior School

The children are required to wear the following uniform:

School Uniform	Where to buy
HJS badge white polo/white polo top	School Days/ High street stores
HJS badge red sweatshirt or cardigan	School Days
Black or dark grey knee length skirt, trousers, <u>long</u> shorts for summer (i.e formal/city shorts - no lycra cycling short or leggings)	High Street stores
Red check knee length dress for summer	High Street stores
Black, grey, white or red socks or tights	High Street stores
Black school shoes (NO trainers, boots or plimsolls e.g. Vans)	High Street stores
Plain coat	High Street stores
HJS badge red backpack or suitable school bag	School Days/High Street stores
Plain red or black sun cap	School Days/High Street stores

## **HJS PE/Games Kit**

HJS badge PE/Games kit is a **compulsory** part of the school uniform. Children should ensure on their PE days they are wearing their full PE kit to school.

**Bushy – Green**   **Hampton – Yellow**   **Thames – Blue**   **Tudor – Red**

<b>PE/Games Kit</b>	
HJS badge house athletics t-shirt	School Days
Black Shorts	High Street stores
HJS Black Hoodie	School Days
Plain black tracksuit trousers or plain black leggings ( <i>no fashion branding</i> )	High Street stores
Trainers ( <i>no fashion branding</i> )	High Street stores
Swimming cap (for long hair)	High Street stores

## **5. Expectations for our school community**

### **5.1 Pupils**

Pupils are expected to wear the correct uniform at all times (other than on specified non-school uniform days) while:

- On the school premises
- Travelling to and from school
- At out-of-school events or on visits that are organised by the school, or where they are representing the school

### **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 are also expected to contact the Executive Leadership Team 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.

### **5.3 Staff**

Staff will closely monitor pupils to make sure they are in the correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the Executive Leadership Team if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by speaking directly with parents.

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 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.

## **6. Monitoring arrangements**

This policy will be reviewed every 2 years by the school and the governors resources committee. At every review, it will be approved by FGB