



HERSCHEL GRAMMAR SCHOOL

School Uniform Policy

Year 7 - 11

Date approved:

October 2025

***Date for revision:**

October 2028

Approved by

LGB

Author:

C Barton

Assistant Headteacher

***subject to any relevant changes in legislation or other appropriate guidelines**

Contents

1. Aims	2
2. Our school's legal duties under the Equality Act 2010	2
3. Limiting the cost of school uniform	2
4. Expectations for school uniform	3
5. Expectations for our school community	5
6. Monitoring arrangements	6
7. Links to other policies	6

1. Aims

This policy aims to:

- Set out our approach to requiring a uniform that is of reasonable cost and offer 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 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 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 the way that is appropriate for school. This includes no shaved heads and no extremes of hairstyle or unnatural hair colours.
- 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 contact the Assistant Headteacher (pastoral lead), 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 and 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 low-cost or long-lasting items, such as ties
- › Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- › Avoiding specific requirements for items pupils could wear or use on non-school days, such as coats, bags and shoes
- › Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler
- › 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
- › Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

4. Expectations for school uniform

4.1 Our school's uniform

Herschel Grammar School Uniform List

All items should be CLEARLY LABELLED

Blazer	Black, regulation style with school badge, must be worn (from School Days Direct).**
Trousers or Skirt	
Trousers	Plain grey material and in traditional style. Trousers made from a non-woven stretch material are not allowed.
Skirt	Plain grey in permitted school style. Skirts made from a non-woven stretch material or fashion skirts with slits are not allowed. Skirts should be of an appropriate length for a professional environment with staircases. Anyone wishing to wear a full length skirt for religious reasons must provide their tutor with a note requesting this.
Shirt	White (short or long sleeved) shirts in a traditional style only, are acceptable, and must be long enough to tuck into skirt or trousers.
Jumper	Plain grey knitted V-neck in a traditional style. Cardigans are not permitted.
School tie	Key Stages 3 and 4 clip-on school tie (from School Days Direct).**
Socks/Tights	White, grey or black socks or black, grey or natural coloured plain tights. NB: Socks OR tights must be worn at all times (not both).
Shoes	Black. For reasons of Health & Safety, shoes must have a low heel, and should not have a platform or high wedge. Boots/trainers/canvas shoes are not permitted. No logos/branding should be visible on the shoes.

Sportswear

Compulsory items:

Emerald green Academy X PE polo shirt (with HGS motif available from School Days Direct)**
Black shorts
Black knee length socks
Trainers (not plimsolls – must have a good grip)
Shin pads

Optional items:

Black midlayer training top (with HGS motif available from School Days Direct)**
Tapered tracksuit bottoms (with HGS motif available from School Days Direct) **
Black stretch leggings (plain)
Black/Emerald/White Skort (School Days Direct)
A mouthguard is required for rugby lessons and recommended for hockey lessons.
GCSE PE black Polo Shirt Y10 and 11 only (School Days Direct)

Optional Summer Term Uniform:

White polo shirt with bottle green tipped collar (School Days Direct)
White short sleeve blouse with reverse collar
Grey Bermuda shorts

Coat	It is recommended that a plain black, navy or dark grey jacket/coat is worn.
Jewellery	Only watches may be worn. For pierced ears, one small plain stud per ear only. Approval must be obtained from the Head of Year before other jewellery is worn. Nose studs are not allowed. All jewellery must be removed for PE.
Make-up	Should not be worn. This includes coloured nail varnish. No false eyelashes.
Head scarves	Head scarves worn for religious reasons should be of a plain white, black or grey material. Please note that the wearing of the Niqab is not allowed for safeguarding reasons as we need to be able to identify our pupils.
Turbans	Turbans worn for religious reasons should be of a plain white, black or grey material.
Hair	Shaved heads are not permitted. There should be no extremes of hairstyle or unnatural hair colour.

** These are items that must be purchased from School Days Direct our uniform supplier <https://www schooldaysdirect.co.uk/> School Days Direct also supply all our other uniform items but they can also be purchased elsewhere.

- Hoodies must not be worn as a substitute for a coat / jacket and are banned from the school site.
- Trainers must not be worn except during PE lessons or when playing games at break and lunchtime.

Special Notes

1. For classes in Design & Technology and Art, aprons will be provided to protect clothing. In Food Preparation and Nutrition, pupils are asked to provide some ingredients.
2. All pupils should possess a bag suitable for carrying books and a bag for sports equipment. Both bags should be named.
3. If a pupil needs a temporary permit for exemption for any of the uniform regulations, for example due to a medical condition, parents must apply in writing to the Head of Year. Applications must make clear the minimum length of time needed. Renewals will also need to be applied for in writing.
4. If you have any questions concerning the school uniform, please contact the appropriate Head of Year before making any purchases.

4.2 Where to purchase it

Parents and carers can obtain the uniform from School Days Direct our uniform supplier.

The items that are only available from School Days Direct are:

- Blazer with HGS motif
- School tie (Key stage 3 or Key stage 4)
- Emerald green PE top with HGS motif
- Black mid- layer training top with HGS motif
- Tapered tracksuit bottoms with HGS motif
- Black/Emerald/White Skort

Second-hand uniform is available to be purchased through the pastoral support coordinator.

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)

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 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 correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply but will follow up with the Head of Year if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the appropriate Head of Year.

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 Local Governing Board (LGB) 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 by Assistant Headteacher (pastoral lead) every 3 years. At every review, it will be approved by the LGB.

7. Links to other policies

This policy is linked to our:

- Behaviour policy