



School Uniform Policy

Date Policy due to be reviewed: September 2027

Committee Responsible for Policy: Full Trust Board

WORK HARD | BE KIND | AIM HIGH

Rationale

The Governing Body, after appropriate consultation with staff, parents, carers and students, believes that a school uniform is necessary for all students at compulsory school age. Post-16 students will be required to follow an agreed dress code. It is intended that the school's ethos and image will be reflected in the uniform and dress code, thus creating a positive attitude to learning and working environment.

Policy

The purpose of the school's uniform policy is:

- To ensure that all students, regardless of culture, gender or social background have equal access to school uniform.
- To explain how we will avoid discrimination in line with our legal duties under Equality Act 2010.
- To ensure that, where students are involved in hazardous situations, safety measures are observed to ensure the health and safety of students and staff.
- To ensure that no student will be prevented from joining the school because of the prohibitive cost of the uniform and that it provides best value for money.
- To ensure that students present positive images of the school by fully complying with the dress code.

Guidelines

1. The regulations relating to school uniform are published annually in the school prospectus, on the school website and in regular correspondence with parents/carers.
2. The cost of the school uniform is reviewed annually. The cost of the uniform should not, in practice, prevent students from joining the school and must provide value for money.
3. The school will not use its powers to exclude students permanently for failure to follow regulations relating to school uniform. However, where a student is defiant and refuses to make the necessary change(s), they may be placed in the Reset Room until the matter is resolved.
4. The Health and Safety at Work Act 1974 takes certain demands, as does common law, relating to hazardous situations. In particular, safety aspects relating to footwear, jewellery and protective clothing must be applied, where appropriate.
5. Where a student is unable to provide protective clothing as required, the school will make a basic provision to meet health and safety regulations.
6. The student's form tutor will be required to check the student's uniform and general appearance daily. Where a student continues to disregard uniform regulations, the form tutor should refer the student to their Head of Year. The Head of Year should then see the student and contact home, if necessary.
7. Where there is a dispute regarding school uniform and what is appropriate, the Headteacher's decision is final.

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 students 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 students
- Allow all students to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all students to style their hair in the way that is appropriate for school yet makes them feel most comfortable. We do not allow extremes of style or colour
- Allow students to wear headscarves
- Allow for adaptations to our policy on the grounds of equality by asking students, or their parents/carers, to get in touch with Mr S Connor-Hemming, Deputy Headteacher, who can answer questions about the policy and respond to any requests.

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 must 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 parent's/carer's 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 which items with distinctive characteristics are necessary.
- Limiting any items with distinctive characteristics where possible. For example, only the blazer, tie and PE top is branded with the school logo and is compulsory to be worn.
- Items with distinctive characteristics are confined to low-cost or long-lasting items and these are regularly compared with other widely available pieces of clothing, based on cost and quality.
- We have removed additional specific requirements for items students could wear, such as coats and bags. These do not need to be a specific colour or style, although both should be appropriate for school (i.e., bags must be large enough for students to carry with them their pencil case and books).
- We have avoided different uniform requirements for different year groups.
- We avoid different uniform requirements for extra-curricular activities.

Providing bibs or wristbands for students to wear when taking part in extra-curricular activities.

- We have made sure that arrangements are in place for parents/carers to acquire second-hand uniform items from our Student Reception (depending on availability)
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes

- Consulting with parents/carers and students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

Students must wear: - Black blazer with Hillcrest Badge (must be purchased from one of the suppliers listed below). - Black skirt * (Should be at least knee length, not stretched or tight material) or trousers of regulation style and length* (Not leggings or slim legged/tight fitting trousers). - Plain black tights or black socks*. - White school shirt* (not a polo shirt) closed collar for autumn and spring terms and open collar optional in the summer term. - Black shoes of plain style, well-fitting and flat heeled, but not sling backs*. - School tie (must be purchased from one of the suppliers listed below). Optional: - Black V neck jumper*. - For Religious reasons students may wear the regulation headscarf in white or black plain material*. Trainers and boots are not to be worn.	 
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Please note that the shoes that are shown below with a cross are not permitted to be worn by students.

If students wear these to school, then they will be asked to wear school shoes provided by the school.

		
Examples of approved school shoes		
		

For PE:

- Hillcrest design polo shirt (**must be purchased from one of the suppliers listed below**)
- Hillcrest design sports sweater (**must be purchased from one of the supplier listed below**)
- Black shorts or skort (optional)*.
- Black tracksuits bottoms or leggings
- Black Football socks*.
- Sports Trainers.
- Shin pads.

Students wearing headscarves for cultural reasons, must be secured safely and be sufficiently tight fitting to prevent any part being caught on equipment or interfering with the student's vision at any time, they must not contain any pins or be loose or long. One-piece headscarves must be black and can be purchased from the school through ParentMail for £6 each.



Please note that items marked * can be purchased from one of the suppliers listed below. However, they can all be purchased from other retail outlets.

Uniform Suppliers 2025-2026

Gogna Schoolwear and Sports

Unit 1B Junction Two Industrial Estate, Demuth Way

Oldbury B69 4LT

Tel: 0121 523 5572

w: www.gognaschoolwear.co.uk

Somal Fashions

11 Faraday Avenue

Birmingham B32 1JP

Tel: 0121 423 2969

w: Somal School Uniforms

Kids Essentials

762 Bristol Road South, Northfield

Birmingham B31 2NN

Tel: 0121 477 0736

e: northfield.kidssentials@gmail.com

w: www.kidssentialschoolwearbirmingham.co.uk

Uniform Reminders:

Jewellery must not be worn. One pair of small stud earrings is allowed. Body piercing, e.g. nose studs, eyebrow studs, tongue studs etc are not permitted. Students will be asked to remove body piercings and will be sent home if they fail to do so. Jewellery, if worn, will be confiscated, and will be returned to students at the end of term, or parents may come in person to collect the item.

Make-up and nail varnish, including nail and eyelash extensions should not be worn for school. Students who arrive at school wearing make-up or nail varnish will be given the appropriate materials to ensure it is removed.

Hair styles should be appropriate for school and without unnatural colouring e.g. blue, purple, and red.

Flags and Symbols:

In line with Birmingham City Council's commitment to political neutrality and non-partisanship, the display of any flags is not permitted on the school site. This includes, but is not limited to, flags displayed on uniform, coats, bags, or other personal items.

This approach ensures that our school remains an inclusive and neutral environment for all members of the community.

Pre-Owned Uniform

To ensure affordability and ease the financial pressures involved in purchasing uniform for our parents/carers and their families, we have a selection of pre-owned items in our Student Reception. This is a means of reducing the amount of clothing that is wasted and sent to landfill, thus protecting the environment, and reducing our carbon footprint.

The school has placed donation boxes in our main and student reception areas so that parents/carers or students with items of unwanted uniform can donate them. We will ensure that all items are washed and ready to be re-used.

Expectations of our School Community

Students are expected to always wear the correct uniform (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).

Parents are expected to contact Mr. Connor-Hemming, Deputy Headteacher, if they want to request an amendment to the uniform policy in relation to their protected characteristics.

Sixth Form Dress Code

Our Sixth Form students are not required to wear school uniform. Students should dress to promote the positive image of Hillcrest Sixth Form.

Hillcrest Sixth Form students are asked to adopt a smart, stylish dress code which expresses their self-confidence, pride and a sense of the standards expected in the business and professional workplace.

All students must always wear their ID badge and Sixth Form lanyard. Dress should be safe and appropriate so that appearance promotes a positive image and not be offensive, revealing, cause embarrassment or give rise to misunderstanding.

Things to wear:

- Collared shirt, smart polo shirt or smart top
- Smart trousers, e.g. tailored or chinos, skirt or dress (knee length without opaque tights, or mid-thigh with opaque tights)
- Formal shoes (leather, faux leather or canvas) or plain, dark-coloured shoes
- Optional: tie, suit jacket, smart jumper, cardigan

Things to avoid:

- Jeans/denim
- Logos, brand names, slogans, images
- Flip flops, shoes that are not a plain dark colour
- Leggings worn 'as trousers' (leggings worn 'as tights' are acceptable)
- Sport-style shorts or tracksuit bottoms
- Anything distressed or ripped/torn
- Extreme styles of hair, jewellery, make-up or accessories

There should be a clear difference between what is worn inside and outside of the Sixth Form. Any students arriving at Hillcrest Sixth Form in inappropriate clothing will be sent home to get changed, unless written permission is given in advance by the Head of Sixth Form.

Parents and Carers

Parents/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. Connor-Hemming, Deputy Headteacher, 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.

Staff

Staff will closely monitor students to make sure they are in correct uniform. They will give any students and families breaching the uniform policy the opportunity to comply but will follow up with the Head of Year if the situation does not improve.

Ongoing breaches of our uniform policy will be dealt with by the Head of Year. In cases where it is suspected that financial hardship has resulted in a student not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

Monitoring, Evaluation and Review

1. School uniform will be monitored by the Senior Leadership Team
2. The health and safety Governor will have a link role between the school and the Governing Body and will specifically monitor the use of protective clothing.
3. The policy will be reviewed annually by the Senior Leadership Team.

As part of the Home School Agreement our students and parents/carers agree to conform to the uniform requirements of the school. Therefore, if parents/carers or students are in doubt about whether or not a particular article of clothing is suitable, or before making any decisions about altering hair colour or style, we ask that they contact the Head of Year prior to any change.

Other policies that have relevance are:

- Admissions Policy
- Equality and Diversity Policy
- Health and Safety Policy
- Complaints Policy
- Behaviour Policy