



INNOVATE2EDUCATE
Partnership



Uniform Policy

This policy ensures all students present themselves in a neat and consistent manner, promoting equality and school pride.

It outlines acceptable clothing, prohibited items, and provides guidelines for exceptions to maintain fairness and adherence to the rules.

Document History

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V0.1	January 2025	Louise Heywood	Jewellery statement amended
V0.2	May 2025	Selina Wyatt	Policy reformatted using new template
V0.3	November 2025	Emma Young	School skirts statement amended

This policy was approved as follows:

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1. Introduction

1.1 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

2.1 Legal Duties under the Equality Act 2010

The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include age, sex, disability, race, religion or belief, pregnancy and maternity, 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 a way that is appropriate for school and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with Mrs L Heywood – l.heywood@i2e.org.uk who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

2. Limiting the Cost of School Uniform

Thomas Alleyne's High School is a 13-18 High School, part of the Innovate to Educate Trust. The school sits in the centre of the Market Town of Uttoxeter and draws pupils predominately from the local area, with few applications from out of the catchment area.

Pupils join from our middle feeder schools, including Oldfield's Hall Middle School, Windsor Park Middle School and Ryecroft Middle School. The pupil base deprivation score and School location deprivation are classified as 'Well below average'.

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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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: for example, by only asking that the blazer, worn over the jumper, features the school logo
- Limiting items with distinctive characteristics to low-cost and/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 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 leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items – i.e. second hand uniform shop.

- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

3. Expectations for School Uniform

3.1 Our school's Uniform

- Black blazer with school badge (The badge can be purchased separately)
- Black trousers; straight-legged with waistband (not jeans, leggings, cropped, bootleg, skinny or hipsters) and no buttons, embellishments, trims or belts.
- Alternatively, a black pleated skirt just above the knee.
- Black v-necked jumper (school logo is optional; no branded jumpers are permitted). No cardigans or hoodies.
- White shirt/blouse with turn-down collar for wearing with a tie.
- School clip-on tie in House colour – must be worn at the correct length.
- Black socks (ankle length /black lycra tights).
- Black shoes you can polish with flat or moderate broad heels (no higher than 2 inches/5 cm). No boots or trainers.

3.2 Items that Should Not be Worn

- Students are not permitted to roll up the waist band of their skirts as this makes skirts too short.
- Nail extensions are not permitted in school for health and safety reasons and as such, students will be asked to have these removed.
- Jeans, leggings, cropped, bootleg, skinny or hipsters style trousers.
- No embellishments, trims, or fashion belts.
- Lycra skirts.
- Cardigans or hoodies or branded jumpers.
- Boots or trainers.
- Hats.
- No Jewellery (with the exception on one pair of small stud earrings).
- No Body, facial or tongue piercings. (Clear nose studs are permitted if no other solution is available).
- Sixth Form students must adhere to the uniform policy as outlined in the Code of Conduct.

3.3 PE Uniform

- Black polo shirt. – with or without school badge
- Black and white rugby top – with or without school badge
- Plain black football shorts.
- Plain white socks – ankle or trainer type.
- Plain black football socks.
- Trainers (non-marking sole).
- Outdoor trainers.
- Football boots.

3.4 Swimming

- One-piece costume all black, regulation type (no trims).
- Plain black trunks or plain black longer-length lycra swimming trunks (not swimming shorts)
- Plain swimming cap.
- Goggles (optional).

3.4 Where to Purchase

Our trusted school uniform supplier is SchoolsIn (formerly Trutex). Parents can purchase uniform by visiting website www.schoolsinuniform.co.uk or by visiting the shop. The SchoolsIn shop is located at 41 Weston Road, Meir, Stoke on Trent, ST3 6AB

The SchoolsIn shop opening hours are: Monday to Saturday 9.30am to 5.00pm The delivery options if you purchase online are:

- Home delivery at £4.95
- Click and collect from the store e.g. Meir which is free
- 'Local Pickup' from 'The Uttoxeter Shop' (the Newsagents in the town centre) at £2.50
- Telephone: 01782 310111
- Email: sales@schoolsinuniform.co.uk

Second-hand uniforms are available to acquire in school. Please speak to your Head of House for further details. We always appreciate donations of good quality school uniform to add to our supplies.

4. Expectations for our School Community

4.1 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)

Pupils are also expected to contact Mrs E Young if they want to request an amendment to the uniform policy in relation to their protected characteristics.

4.2 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/carers are also expected to contact Mrs E Young 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.

4.3 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 headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with in line with the schools Behaviour for Learning Policy.

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.

4.4 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/carers 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.

5. Links to Other Policies

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