



Sacred Heart Catholic Secondary School

Uniform Policy

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1. Audience

This policy has been written for the following audience: school staff, parents and carers and local governing boards.

2. Purpose

The purpose of this policy is to ensure the cost of school uniforms is reasonable and secures the best value for money.

We are committed to making our uniform affordable for all. Cost should never be a barrier to choosing our school or taking part fully in school life. We aim to keep our uniform requirements simple, good value, and easy to buy from a range of suppliers.

The Department for Education encourages schools to have a uniform because it can:

- promote the values and ethos of the school
- help children feel a sense of belonging and identity

The policy explains how we will avoid discrimination in line with our legal duties under the Equality Act 2010.

Clarify our expectations for school uniform.

3. Policy Statement

- 3.1. 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.

It is our school policy that all children wear school uniform when attending school, or when required to during a school organised event, either on or off site and when outside of normal school hours.

As a school that is committed to equality, diversity and inclusion, we understand that there may be occasions where adaptations to the uniform policy will be necessary, for example for religious, medical reasons or for pupils with special educational needs.

We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo attached or be in a unique fabric or style) cannot be purchased from a wide range of retailers, and that requiring many such items limits parents/carers' ability to shop around for the best price.

We will ensure uniform is available at a reasonable cost and provides the best

value for money for parents and carers.

3.2 We will do this by:

- Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of:
 - 4 or fewer, which includes 1 item as a tie
- Ensuring where we offer optional branded uniform items, equivalent unbranded version of that item is also permitted.
- Carefully considering whether any items with distinctive characteristics are necessary, and limiting these items where possible
- Limiting compulsory branded items to low-cost and/or long-lasting items.
- Considering cheaper alternatives to compulsory branded items.
- Avoiding specific requirements for items such as outside coats and school branded bags.
- Avoiding different uniform requirements for different year/class/house groups.
- Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama.
- Avoiding requiring different branded items for particular times of the year, such as a compulsory summer uniform which requires branded items in winter and additional branded items in summer.
- Making sure that opportunities to acquire and donate pre-loved items are accessible to parents and carers of both current and prospective pupils.
- Ensuring all loaned or gifted branded items will be captured within the limit if they are required to be worn.
- 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 uniform in line with the school's complaints policy.
- Continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money.

3.3 Families who are in financial difficulties will be supported wherever possible to purchase uniform. Details are available by contacting the main office on 01642 487100.

3.4 This policy must comply with the Human Rights Act 1998 and the The Equality Act 2010.

The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics, which include: age, sex, sexual orientation, 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
- Make sure that our uniform costs the same for all pupils
- 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 Mr Smith, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

4. Scope

4.1 This policy applies to all pupils who attend Sacred Heart Catholic Secondary School within the Nicholas Postgate Catholic Academy Trust.

4.2 As we are committed to all forms of inclusion, we will consider requests for reasonable adaptations on a case-by-case basis.

4.3 **Inclusion, Religious and Cultural Considerations**

We respect that some religions and beliefs may require pupils to:

- Wear specific items of clothing or religious artefacts
- Cover their head
- Dress modestly
- Maintain certain hairstyles

We aim to accommodate these requirements wherever possible within our uniform policy.

While pupils have the right to express their religion or beliefs, there may be rare occasions where restrictions are necessary. This would only be for clear reasons such as:

- Health and safety
- Security
- Maintaining good order within the school

In all cases, we will act reasonably and sensitively, and we encourage open discussion with families to reach suitable arrangements.

We also take account of national guidance, including advice from the Equality and Human Rights Commission on preventing discrimination, including discrimination related to hairstyles.

4.4 **Supporting Pupils with Additional Needs**

We are mindful of the needs of pupils with special educational needs or disabilities (SEND). Where appropriate, we will:

- Allow adaptations or alternatives to standard uniform
- Provide more comfortable or less restrictive options
- Offer flexibility to support individual needs

Our aim is to ensure that all pupils feel comfortable, confident and able to fully participate in school life.

4.5 **Weather**

- We will take a sensible approach to allow for exceptions or adaptations to be made during extreme or adverse weather (particularly where the UK Health Security Agency has issued weather-health alerts) – for instance by allowing pupils to wear PE kit or relaxing rules on blazers in very hot weather.

5. Requirements

- 5.1. The following 4 branded items are required:
1. Branded black blazer with school badge
 2. Branded school tie
 3. Branded PE T shirt
 4. Branded PE shorts

Main uniform

Required uniform	Optional uniform
Branded black blazer with school badge	Non branded or branded black jumper
Branded school tie	

Non branded white non-fitted school shirt	
Non branded black trousers or non branded black pleated skirt Trousers must be tailored or flared fit. Leggings/Jersey material or gym/sport (including a sport/gym flare) style trousers are against policy.	
Non branded plain black shoes No trainers	
Non branded school bag	

PE Kit

Required uniform	Optional uniform
Branded PE T shirt	Branded or non branded zip PE black jacket
Branded PE shorts or non branded black PE leggings / tracksuit bottoms (if wearing non branded shorts / leggings / tracksuit bottoms, these should be plain black and should not have expensive sports branded logos or designs) Flare gym leggings are against policy due to health and safety	

5.1.1 The school strongly discourages the wearing of expensive clothing items as the school cannot take responsibility for loss or damage of items of clothing.

5.1.2 Jewellery

Schools have a duty of care to ensure students are able to participate actively without unnecessarily endangering themselves or those working around them. On health and safety grounds we do not allow children to wear jewellery in our school, other than a religious pendant.

In line with guidance from The Association for Physical Education (afPE) children are required to remove watches during PE lessons to prevent them from causing injury.

The school advises parents who wish their children to have their ears pierced to do so at the beginning of the school summer holidays.
Earrings or piercings are not allowed at anytime.

5.1.3 Hair and headwear

We will embrace and respect that some religions and beliefs may require pupils to maintain certain hairstyles. Hairstyles worn because of cultural, family and social customs can be part of a pupil's ethnic origin and therefore fall under the protected characteristic of race. This includes hairstyles such as (but not limited to): head coverings, including religious based head coverings and African heritage head wraps, braids, locks, twists, cornrows, plaits, skin fades and natural Afro hairstyles. We will act reasonably and sensitively to this and take account of the Equality and Human Rights Commission.

- all hairstyles should be in keeping with our smart school uniform;
- no extreme hair colours;
- hair bands, ribbons/bows or ornaments should be simple;
- Heavy make up is not allowed but we allow natural looking make up
- False eyelashes are against school policy
- Nail varnish, gel nails and false nails are against school policy.

5.1.4 Footwear

- Suitable, plain and unbranded black shoes (polishable) should be worn.
- Platform soles or high heels are not permitted.

5.1.5 The role of parents

We ask all parents who send their children to our school to support the school uniform policy. We believe that parents have a duty to send their children to school correctly dressed and ready for their daily schoolwork.

5.2 Where to purchase new uniform

School uniform is available to buy from Motif8
<https://motif8.co.uk/category/schoolwear/secondary/sacred-heart-secondary/> .
Non branded items of uniform should be available to buy at most supermarkets or other affordable high street shops.

5.3 Arrangements for pre-loved uniform

As a school, we want to ensure pre-loved uniform is available for current

and prospective parents to acquire.

If you wish to donate unwanted uniform, please send an email to enquiries@sacredheart.npcat.org.uk with information of what you would like to donate.

If you wish to acquire pre-loved uniform, please contact the main office on 01642 487100, or email enquiries@sacredheart.npcat.org.uk and a member of the team can assist you with your enquiry.

5.4 Non uniform days

When planning non-uniform days, we will:

- Consider any impact on attendance and pupil engagement
- Give clear guidance given in advance on appropriate clothing, including expectations around logos, slogans, or political messages
- Ensure all pupils can take part, including those from lower-income families, particularly where themed clothing or costumes are involved
- Ask that pupils wear appropriate clothing and avoid wearing expensive garments
- Ask parents to contact school if they want to discuss any issues they feel that may arise for their child due to a non uniform day so we can offer support and work collaboratively with them.

No pupil will be excluded from taking part in a non-uniform day because of an inability to make a financial contribution.

5.5 The role of staff and pupil non compliance

We will always take a fair and proportionate approach to pupils who do not comply with the behaviour policy and will first consider any reasons for non-compliance, including factors outside a pupil's control such as financial hardship. We will work with families to resolve any uniform issues wherever possible. If financial difficulties are a concern, parents are encouraged to contact the school so we can offer support and find a solution. In rare cases where sanctions are necessary, these will be applied fairly and in line with statutory guidance.

5.6 The role of governors

The Trust Board /governing board will ensure that the policy:

- is appropriate for our school's context;
- is implemented fairly across the school;
- offers a uniform that is appropriate, practical and safe for all pupils;
- ensures 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.

5.7 **Monitoring and review**

The Trust Board / governing body monitors and reviews the school uniform policy through its committee work by:

- seeking the views of parents, to ensure that they agree with and support the policy;
- considering, with the headteacher, any requests from parents for individual children to have special dispensation with regard to school uniform;
- requiring the headteacher to report to the governors on the way the school uniform policy is implemented.

5.8 **Raising concerns or complaints**

If parents have concerns about the uniform policy, these should be raised through the Trust's complaints policy. This is a formal process required of all schools.

We are committed to working positively with parents to reach a mutually acceptable outcome wherever possible.

Our uniform is designed to be inclusive and suitable for all pupils. We will carefully consider any requests for adjustments, particularly where these relate to protected characteristics under the Equality Act 2010.

Where a specific supplier is used, they are expected to have a clear process for handling any concerns about the quality or supply of uniform items.

6. Legislation

Our school's legal duties are under the Equality Act 2010, Human Rights Act 1998, SEN Code of Practice.

- 6.1 This policy complies with the obligations within the [Equality Act 2010](#) which prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.
- 6.2 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.
- 6.3 Our policy is based on the notion that school uniform:
 - promotes the ethos of the school;

- engenders a sense of community, belonging and identity towards the school;
- is practical and smart;
- prevents children from coming to school in fashion clothes that could be distracting in class;
- is regarded as suitable wear for school and good value for money by most parents;
- promotes equality for all;
- is designed with health and safety in mind.

7. Related Policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy
- Special Educational Needs policy

8. Contacts

For advice on the content of this policy, please contact:

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