School uniform policy 2025/2026

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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. 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 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 yet makes them feel most comfortable
- 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 Mrs. Coulter 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
- Considering cheaper alternatives to school-branded items.
- 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 groups

- Avoiding different uniform requirements for extra-curricular activities
- Having 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 Where to purchase it

- Our uniform supplier is **School Days Direct**, located at 20A Buckingham Avenue, Slough SL1 4QA. It stocks all the branded school uniform items and non-branded items.
- Non-branded school uniform items can also be purchased from high-street and on-line retailers.
- Uniform Express is a community project that recycles good quality Slough School Uniforms. Please call 07950666415 for pick up and drop off arrangements
- Some second-hand uniform is available at school and this can be accessed by contacting the school office.

4.2 Our school's uniform

Item	**Compulsory Uniform** * **Only available at School Days Direct**
White shirt (short or long sleeve)	May be purchased from any supplier; must have a top button that can be done up.
School tie*	Striped in school colours
School crest badge*	School crest badge. (The blazer with the badge sewn on is available to purchase at School Days Direct.)
Blazer	A black blazer may be purchased from any supplier; it must have the school crest badge sewn on.
Trousers	Plain black, smartly tailored trousers. Denim, skinny leg, flared or cotton style trousers are not permitted. Trousers may be worn as an alternative to skirts.
School skirt	Black pleated knee length. Pleats to go all the way around the skirt.
Socks	White or black knee length. No patterns and no over the knee.
Tights	Plain black
Shoes	**Black only** office style shoe. No Velcro, canvas, trainers, trainer style, logo, boots, heels.
School bag	The only school bags which are acceptable is the LHEA Academy ruck sack or a plain black ruck sack with a logo no bigger than a 50p coin.

Item	**Optional Uniform**
Coat	A suitable coat that protects students from the wet and cold is required. **Hoodies are not permitted.**
Scarf	Plain black or plain dark colour. Students may wear a headscarf as part of religious dress; it should be plain black or white. No other head coverings are allowed.
Hat	Plain black. Hats should not be worn inside the school building at any time. Baseball style caps are not permitted. For students who wish to wear a taqiyah as part of religious dress, it should be plain black or white.
Item	**Compulsory PE kit**
Uni-sex polo shirt	Black with school badge purchased from School Days Direct **or** plain black version purchased from any supplier
Shorts or skort	Black/lime version purchased from School Days Direct **or** plain black version purchased from any supplier
PE socks	Black or white
Trainers	Non-marking soles
Item	**Optional Uniform**
Jumper*	Green with school logo
¼ zip PE top***** or Sweatshirt *****	Black/lime embroidered with school badge Black with school badge
Tracksuit bottoms***** or jogging bottoms.	Black microfibre embroidered with school badge. Plain black jogging bottoms with no logo.
Base layers – worn under PE uniform.	Black long sleeve base layer. Plain black leggings.

Further requirements	
Jewellery	Jewellery is inappropriate for school. The only items of jewellery which are acceptable are: • A small, plain single stud in each ear lobe (to be removed for PE). • One nose stud (to be removed for PE). • Watch. • Any other body piercings are not permitted and must be removed for school.
Hair and make-up	Hairstyles should be suitable for a working environment and therefore not be extreme. • Unnatural hair colours are not permitted. • Minimum of grade 1 and no tramlines or designs. • No shaved markings in eyebrows. • Make-up should not be worn to school, including nail varnish. Nail extensions, false nails or false eyelashes are not appropriate for the school environment and could be dangerous in certain activities.

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)

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

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 Mrs Coulter 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 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 by Mr Harrison.

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 annually by Mrs Coulter, Assistant Headteacher. At every review, it will be approved by the full governing board.

7. Links to other policies

This policy is linked to our:

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

Appendix A: Religious Articles and Sikh Kirpaan Guidance

Lynch Hill Enterprise Academy is committed to promoting equality, inclusion and respect for the religious and cultural practices of all members of the school community. In accordance with the Equality Act 2010, pupils may wear recognised articles of faith where this can be done safely and appropriately within the school environment.

The school recognises the significance of the Sikh articles of faith, commonly known as the Five Ks (Kesh, Kangha, Kara, Kaccha and Kirpaan). These items form an important part of Sikh religious observance and identity and will be accommodated within the school's uniform expectations wherever reasonably possible.

General expectations
Pupils wearing Sikh articles of faith are expected to do so in a manner that is respectful, safe and consistent with the wider expectations set out in this uniform policy. The school will work in partnership with pupils, parents and carers to ensure that reasonable adjustments are supportive of both religious observance and the safety and wellbeing of the school community.

Kara
A standard-sized Kara may be worn and is not considered jewellery under this policy. However, excessively large, heavy or embellished Karas may not be permitted where they present a potential health and safety risk. For PE, sport or practical activities, pupils may be asked to wear a sweatband over the Kara in line with normal health and safety procedures.

Dastar and Patka
Pupils may wear a Dastar (turban) or Patka as part of their religious practice. To align with the school uniform expectations, these should be plain black or white wherever possible. Pupils will not normally be asked to remove religious head coverings during the school day, including during PE lessons, unless there is a specific and identified safety concern.

Kirpaan
The school recognises that initiated Sikhs who have undertaken Amrit may be required to wear a Kirpaan at all times as part of their faith. Pupils and staff may therefore wear a Kirpaan in school provided that it remains sheathed, secured and worn discreetly beneath clothing at all times. Kirpaans worn in school should be of an appropriate size for everyday religious observance and should not be visible or accessible to other pupils.

Health and safety requirements
The Kirpaan must never be unsheathed on school premises or used in any manner that could reasonably cause alarm, intimidation or harm. Any behaviour involving the misuse of a Kirpaan will be treated seriously and managed in line with the school's behaviour, safeguarding and disciplinary procedures, including possible involvement of external agencies where appropriate. During PE, sports activities or educational visits, pupils should ensure that the Kirpaan is secured in a suitable cushioned pouch or pocket beneath clothing so that it remains safe, secure and inaccessible to others.

Parental partnership and support
The school may ask parents, carers or faith leaders to confirm that the wearing of the Kirpaan forms part of a pupil's religious observance. Where questions or concerns arise, the school will seek to resolve matters through discussion and partnership with families in order to maintain a respectful and inclusive environment for all pupils.

Any requests for amendments or adjustments relating to religious dress or articles of faith should be discussed with the school. The school will consider all requests fairly, reasonably and in line with its duties under equality and safeguarding legislation.