School Uniform Policy

Senior Leader responsible	Deputy Head Teacher: Pupil Support, Attendance and Behaviour
Date approved by LGB	28/01/2026
Next review date	Spring 2027

Contents

1. Aims

2. Our school's legal duties under the Equality Act 2010

3. Limiting the cost of school uniform

4. Expectations for school uniform

5. Expectations for our school community

6. Monitoring arrangements

7. Links to other policies

---

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 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 to get in touch with the Deputy Head Teacher, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

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
- Limiting the number of compulsory branded items to 3: blazer, tie and PE top (this is below the Department for Education's limit of 4 compulsory branded items)
- 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 sewn 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 and bags. We do however expect shoes/boots to be worn rather than trainers.
- 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, labels or providing badges
- 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
- Being willing to support pupils who are in receipt of Pupil Premium funding annually with uniform.
- Being willing to assist families where there may be issues purchasing uniform via the school hardship fund

4. Expectations for school uniform

4.1 Our school's uniform

Branded items

- Neatherd blazer with school emblem
- Neatherd tie
- Neatherd school jumper (optional). This can be replaced with a plain navy V-neck jumper or cardigan.

Non-branded items

- Blue shirt with button up to collar (long or short sleeve) – shirt to be tucked in at all times
- Navy blue/black/charcoal grey school skirt (close to knee in length) made from non-stretchy material. Skirts must not be tight fitting. School logo can be added to skirts (optional)
- Navy blue/black/charcoal grey full-length school trousers (combat style trousers, jeans-style trousers and leggings are not permitted). Trousers must reach the top of the shoe (socks not visible). Trousers must not be tight-fitting and they should be made of non-stretchy material.
- Navy blue/black/charcoal grey tailored shorts (near to knee in length, not combat style)
- Blue/black/grey socks (plain, without a logo) or blue/black/grey/flesh-coloured tights
- Brown/black polishable school shoes or boots (trainers are not permitted except for PE/sports activities)
- Plain coat (denim or leather jackets are not permitted)
- A scarf may be worn with a coat when cold
- A hat may be worn outside (deemed appropriate by senior leaders)

4.1b PE Kit requirements

Branded items

- Neatherd navy blue PE top
- Neatherd PE sweatshirt (optional)
- GCSE PE pupils have a red Neatherd PE top

Non-branded items

- Blue PE shorts
- Navy blue tracksuit bottoms (small logos permitted)
- Red/blue rugby shirt (can be worn over PE top when cold)
- Plain navy football socks
- White ankle socks
- Trainers (indoor use)
- Astro turf trainers (outdoor use)
- Gum shield (for Hockey and Rugby)
- Shin pads (for Hockey and Football)
- Swimming costume/shorts (Year 7 only)

4.1c Jewellery, Hairstyles and Make Up

Pupils are permitted to wear the following jewellery:

- A single watch
- One bracelet per wrist
- One ring per hand
- A single necklace (tucked inside shirt)
- One single stud earring per earlobe (hoop earrings are not permitted)
- A small, discreet transparent retainer in place of a nose stud
- No other forms of jewellery are permitted. This includes all other facial and body piercings
- Hairstyles should be appropriate for school (senior leader discretion)
- Hair colour should appear natural
- Make up, including eye lashes, should appear natural and understated.
- If a pupil's natural nails are painted, they must be a natural colour and of a short length appropriate for activities in school (including PE and Food Technology). If nails are considered a hazard for PE they must be trimmed to an appropriate length.
- False nails are not permitted in school (regardless of length or colour) for health and safety reasons
- Tattoos are not permitted

4.1d Summer uniform (optional)

In the summer term, pupils are permitted to wear a pale blue (button) polo shirt in place of a blue shirt and tie. The polo shirt does not have to be tucked in. If they prefer they may continue to wear the normal blue shirt tucked in but remove their tie.

During the summer term, if a pupil is cold, it is expected they wear a Neatherd blazer or school jumper in lessons. A coat will not be permitted in place of a blazer.

4.2 Where to purchase it

Neatherd branded items can be purchased from Birds of Dereham. It is also possible to purchase the Neatherd emblem from Birds which can then be added to items purchased elsewhere. Birds staff will be able to check these items meet the Neatherd uniform expectations.

All other non-branded items can be purchased from a wide range of retailers including local supermarkets.

We also hold a large stock of second-hand uniform that can be requested by parents by contacting office@neatherd.org

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 also expected to contact the Deputy Head Teacher if they wish to request an amendment to the uniform policy in relation to:

- Their child's protected characteristic(s)
- 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.

Any disputes about the cost of the school uniform will be resolved locally and 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 appropriate member of Pastoral Support if the pupil's uniform is not corrected within the time limit given.

Ongoing breaches of our uniform policy will be dealt with by application of the school's behaviour policy. Pupils will be given a pastoral detention, and repeated breaches could result in a fixed-term suspension from school.

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 the Deputy Head Teacher. 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