STOCKSBRIDGE HIGH SCHOOL

This is Just the Start

Student Uniform Policy 2024-27

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Changes to this edition

Section 4 - Updated Roles and Responsibilities Section

Section 6 – New Section Added for Statutory Compliance

Section 8 – Uniform Assistance Paragraph Added

Section 10 – Legal Caveat Re Non-Compliance Added

Section 12 – Section Added Re Non-Uniform Days

Section 13 – New Section Added

Section 14 – Updated In Line with Legal Framework

1. Purpose

Stocksbridge High School believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all students, regardless of their protected characteristics or socio-economic circumstances.

We believe that students learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate tone for education.

2. Aims

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all students, is affordable and is best value for money for the school and students' families.

3. Links other Documents

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Education Act 2011
- Education Act 1996 (as amended by the Children's Wellbeing and Schools Act 2026)
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018

This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2024) 'Developing school uniform guidance'

This policy operates in conjunction with the following Trust and school policies:

- Trust Complaints Procedure
- School Behaviour Policy
- Trust Finance Policy
- Trust SEND Policy
- Trust Charging and Remissions Policy
- LGBTQ+ Policy

4. Roles and Responsibilities

The Local Governing Body is responsible for:

- Establishing, in consultation with the Headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible and inclusive, and does not disadvantage any students, by virtue of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, students and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's 'Cost of school uniforms' guidance.
- To ensure a fair and equitable process is in place to support families who need assistance with school uniform costs.

The Headteacher is responsible for:

- Enforcing the school's uniform on a day-to-day basis.
- Ensuring that school staff understand this policy and what to do if a student is in breach of the policy.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the Local Governing Body.
- Ensuring a process for reasonable adjustments to the School Uniform Policy are in place for students with specific needs.
- Developing and delivering a fair and equitable process to support families who need assistance with school uniform costs.

Staff members are responsible for:

- Ensuring that students dress in accordance with this policy at all times.
- Disciplining students who are in breach of this policy.
- Ensuring that students understand why having a consistent and practical school uniform is important.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the Headteacher if their child requires a more relaxed uniform policy for a period of time or longer term reasonable adjustments.

Students are responsible for:

- Wearing the correct uniform at all times, unless the Headteacher has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

5. Cost Principles

The school is committed to ensuring that its school uniform is affordable and accessible to all students, and does not place an unreasonable financial burden on parents.

In accordance with the 'School Admissions Code', the Headteacher will ensure that the school's uniform policy does not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, students at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of students with protected characteristics that may impact their ability to access the uniform due to costs.
- Looked After Children and Previously Looked After Children.
- Children with Special Educational Needs.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a student, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school keeps variations in school uniform for different groups of students, e.g. year group-specific items, to a minimum where possible to ensure that students can get the most wear out of their uniform possible and that parents can pass some items down to younger siblings.

The school keeps the number of compulsory branded uniform items within the statutory limit set out in the 'Branded Items' section of this policy. In line with the Education Act 1996, the school defines a branded uniform item as any item that has the school's name or logo on or attached to it, or that, as a result of its colour, design, fabric or other distinctive characteristic, is only available from particular suppliers. Where the school decides to require an item of branded clothing, it will conduct an assessment to ensure prices are kept as low as possible, e.g. by offering sew- or iron-on logo badges for jumpers that can be bought at retailers instead of requiring special branded jumpers.

The school is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective students, and that the best value for money is secured through reputable suppliers.

The school works with multiple suppliers to obtain the best value for money possible. Any savings negotiated are passed to parents where possible and does not enter into exclusive single supplier contracts or cash-back arrangements. More information on supplier processes can be found in the 'School uniform supplier' section of this policy.

The school will not amend uniform requirements regularly and will take the views of parents and students into account when considering any changes to school uniforms.

Families who are struggling with the cost of uniform can ask the school for support with specific items, such as second-hand branded items from the small pre-loved stock kept in school. To ask, please contact the school reception.

6. Branded Items

The school will limit its compulsory branded items of uniform and PE kit to three or fewer, or four or fewer if one of those items is a tie.

The school will confirm with parents and students which branded uniforms will be compulsory within the above limit and the specification of other optional branded items. All branded items, whether compulsory or optional, will be kept to a minimum and generic alternatives will be permitted.

Parents will be informed of any requirements for generic alternatives of non-branded uniform, e.g. the colour, shade, fabric or fit, so that these items can be purchased appropriately.

A branded item will be deemed compulsory if a student is required to have or wear the item:

- For widespread use at the school.
- To travel to or from the school.
- To take part in any lesson, club or activity facilitated by the school.

The limit on branded items will apply to any branded bags, and any items required only at times of the year, e.g. summer uniform.

Where students can choose between different branded items, e.g. being able to choose between wearing a branded skirt or branded trousers, this will only count as one item as the student is only required to have one of those items. Different branded uniforms may be adopted for different key stages; however, the school will consider cost implications for parents in doing so.

When making decisions about compulsory branded items, the school will consider how it can maintain the benefits of a branded item while also keeping costs low.

This may involve using sew-on or iron-on labels or limited branded items to longer-lasting items such as ties, rather than items that need to be purchased more frequently or in larger quantities, e.g. shirts.

Sew-on or iron-on logos applied to uniform items will be considered branded items and included within the school's prescribed limit of compulsory branded items.

All loaned or gifted branded items will be captured within the limit if they are required to be worn. Additional branded items may be loaned, given out, or made available for sale by the school; however, wearing such items will be optional.

Where optional branded items are made available, wearing an equivalent unbranded version of that item will also be permitted.

Generic unbranded items worn by students will still need to meet the requirements of this policy and should be fit for purpose.

For sporting activities and competitions, students will not be required to wear branded items to take part in an activity, unless these items count towards the limit on branded items. The school may give out free additional branded items for sporting competitions and events.

If a student is unable to wear a loaned branded item, e.g. for a medical or health

reason, the school will allow them to wear a suitable alternative.

7. School Uniform Suppliers

The following branded school uniform items can only be bought from our nominated school uniform supplier:

- Stocksbridge Jumper
- Stocksbridge Tie
- Stocksbridge PE hoodie
- Stocksbridge PE t-shirt

Our supplier of these branded items is:

Pinders School Wear, Mansfield Road, Sheffield, S26 2BS
0114 2513275

There is also a shop based in Crystal Peaks or visit the website to make online purchases.

The school will ensure that a written contract is in place with the supplier for branded items.

The school will re-tender the uniform contract every five years, whether changes to the uniform are made or not, in line with the statutory tendering and procurement requirements. The governing board will be able to demonstrate how uniform is procured at the best value for money. The Headteacher will work to ensure that the items are procured as cheaply as possible without compromising on the quality, e.g. by requesting standard-style items from the supplier rather than more intricate and unique designs.

The school does not sign contracts with suppliers before requesting visualisations of proposed uniform, as well as fabric samples.

Where the school is proposing to change suppliers, it will reach out to suppliers by October in the determination year.

The school will consider the environmental impact and sustainability of the uniform and how they are sourced.

8. Uniform Assistance

The school holds second-hand school uniforms for children to access. Access to these uniforms is available upon request made to the Headteacher. Parents are invited to donate their child's uniform when they no longer need it to either the school or The Bridge Shop on Manchester Road, Stocksbridge

9. School Uniform

Item	Optional or required	Branding	How to acquire	Cost per item from school supplier
Regular school uniform				
Stocksbridge V Neck Sweater / Cardigan	Required	School logo on right-hand side	Available from Pinders school wear supplier	£14-£16
Stocksbridge Tie	Required	No branding but school specific	Pinder's School wear	£6.50
Plain White shirt	Required	No branding	Available from any regular retailers.	N/A
Plain Black Trousers/Skirt/Shorts	Required	No branding	Available from school supplier and second hand from school reception.	N/A
Sensible, plain black shoes/trainers	Required	No branding	Available from regular retailers.	N/A
PE kit				
Stocksbridge PE shirt	required	school logo on right hand side	available from Pinders school wear supplier or preloved from school reception	£14.50
Stocksbridge PE hoodie	required	school logo on right hand side	available from Pinders school wear supplier or preloved from school reception	£23.00
Accessories				
School bag	required	N/A	Available from most high street or supermarket stores	N/A

It is an expectation that all students must be in full school uniform, enabling them to be prepared for learning every day. Our belief is that the school uniform enables all students to enter lessons in a focused and organised way. By ensuring these rules are followed, school is putting all students in the right frame of mind for learning.

- Plain black, full-length polyester/cotton trousers. Plain black tailored shorts or skirts (knee length, not stretch material) with plain black ankle length socks.

Other styles of trouser are not permissible. These include:

- Leggings
- Jeans
- Chinos
- Jeggings
- Joggers

- Plain white shirt, buttoned fully to the neck and shirts tucked in at all times.
- Clip on tie
- Branded grey school jumper or cardigan with sleeves rolled down. This must be worn at all times on corridors, at break/lunch and during assembly. During lessons they may be removed and placed on at the end of the lesson). During warmer weather school will communicate to parents when students can stop wearing jumpers/cardigans. No personal jumpers are permitted.
- Belts must be plain black with a discreet buckle. No patterns on the belt or branded buckles are permissible.
- Students should wear all black plain footwear, all visible parts of the shoe must be black. Leather or leather look trainers, no canvas or fabric material, no other colours or branding.
- Coats are not permitted to be worn inside the school building.

*Uniform is available to order from Pinders Schoolwear:
https://pindersschoolwear.com/schools/235/StocksbridgeHigh

* Trousers and skirts purchased from the school's pages of Pinders website are guaranteed to be compliant with the uniform policy.

PE Kit

Students are expected to wear the following items of PE kit (All students must bring full kit even if they are unable to take part in a lesson). Refer to the table above for PE skit details.

We encourage used uniform, in good condition, to be donated to The Bridge Shop on Manchester Road, Stocksbridge where it can be purchased, second hand, at a much-reduced cost compared to new.

Jewellery

Jewellery must be discreet, and pupils will be asked to remove it for PE and aspects of Design and Technology for safety reasons.

The following items are considered appropriate jewellery to be worn for school:

- One watch
- One small ring
- Earrings must be small/stud earrings (10mm in diameter max)
- One bracelet

Students are not permitted the following items of jewellery:

- Necklaces (unless tucked away)
- Hooped earings or bars
- No other visible **facial** piercings

Students will be expected to remove such piercings during the school day. If students have piercings done during the academic year which do not comply, they will still be expected to remove these even if this means a risk of the piercing 'healing up.

Hair

Haircuts must be in a natural colour and an appropriate style for school, no unnatural colours.

Make-up

Make-up must be natural, and discreet. The following make up would be considered appropriate for school:

- Light Foundation
- Lightly applied mascara
- Lip balm

Students are not permitted to wear the following make-up:

- Fake eyelashes
- Fake nails of any length
- If natural nails are unsuitably long for activities in school, students will be asked to reduce their nails to a suitable length. Students are expected to comply with this request. School will apply the same sanctions as false nails if the length of nails are not shortened in an appropriate amount of time.

Equipment

It is expected that students have the following equipment with them:

- Planner
- Reading book
- Pencil case including the following:
- Pencils
- Pens (blue, black, green)
- Ruler
- Rubber
- Glue stick
- Whiteboard Pen

Maths equipment including:

- Scientific calculator
- Compass
- Protractor

School bag

- Students are required to bring their equipment for school in an appropriate bag or backpack.

10. Non-Compliance

Before taking disciplinary action, the school will consider any reasons for non-compliance that may be outside of the pupil's control. A considerate approach will be used to resolve any situations where it is suspected that financial hardship may be the reason a pupil has not complied with this policy.

Staff members are permitted to discipline students for breaching this policy, in accordance with the school's Behaviour Policy.

https://stocksbridgehigh.co.uk/dfe-and-policies/policies

11. Labelling

All students' clothing and footwear should ideally be clearly labelled with their name.

Any lost clothing is be taken to lost property box in reception. All lost property is retained for the academic year and is recycled if it is not collected within this time.

12. Adjustments to Uniform

The school reserves its right to make adaptations to the Uniform Policy during adverse weather conditions such as extreme heat or cold.

All students will be encouraged to wear weather-appropriate clothing during adverse weather.

For hot temperatures, this may include:

- Removal of jumpers
- Wearing of sunscreen with UV protection when outside, where possible; especially during PE.

If outside during break times, students may be advised to wear sun-safe clothing or be advised to stay in an area protected from the sun.

For cold temperatures, students may be advised to wear:

- Warm coats or jackets
- Scarfs, gloves, coats and hats when they are outside.
- Warm jumpers and trousers for PE which, conform to the school's uniform policy.

When planning non-uniform days, the school will consider:

- Any impact it may have on attendance.
- The expectations on appropriate clothing.
- The Behaviour Policy.
- The ability of pupils from low-income families to fully take part, e.g. where costumes or dressing up are involved.
- That participation should not be dependent on parents or pupils making a financial contribution.

13. Equality

The school takes its legal obligation to avoid unlawfully discriminating against any pupil very seriously.

In line with the above, the school will aim to ensure that its uniform policy is as inclusive as possible so that all pupils can access a school uniform which is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

The relevant protected characteristics are:

- Sex
- Sexual orientation
- Religion or belief
- Race (including colour, nationality, ethnic or national origin)
- Disability
- Gender reassignment
- Pregnancy

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that, where appropriate and with pupils' consent, views and advice are sought specifically from pupils and parents of pupils who:

- Are transgender or non-binary.
- Are of a religious or cultural background that has specific dress requirements.
- Have SEND and/or sensory needs.

Parents' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

If a requirement will affect a group with certain characteristics more than others, the school will:

- Carefully consider whether the requirement is the best way to achieve aims.
- Think about what mitigations could be put in place.
- Ensure that the requirement is justified and a proportionate means of achieving a legitimate aim to be lawful.
- Allow for flexibility to enable necessary exceptions.

Information on how the school ensures its uniform policy does not discriminate against pupils with specific protected characteristics is outlined below.

Gender

To avoid disproportionately impacting pupils of a certain gender, the school will ensure that the cost of uniform is as equal in price as possible across items for all genders.

This includes:

- Adhering to the procedures laid out in the 'Cost principles' section of this policy.

- Not directly requiring pupils of a certain gender to buy additional uniform, e.g. by requiring female pupils to buy both trousers and skirts.
- Not indirectly requiring pupils of a certain gender to buy additional uniform, e.g. by offering football in PE to only male pupils and requiring they buy football boots to participate.
- Not holding pupils of different genders to different uniform standards, e.g. by banning certain hairstyles for only one gender.

The school will implement a gender-neutral uniform, meaning that pupils will not be required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records. Transgender pupils will be supported to access the uniform that best reflects their gender expression in line with the LGBTQ+ Policy.

Religion and belief

To avoid disproportionately impacting pupils of a certain religion, belief or culture, the school will ensure that there is flexibility to allow pupils to present themselves in a way that adheres to their dress requirements as far as possible, within the school's uniform policy.

The school will endeavour to meet all requests for amendments to the uniform for these purposes; however, it is important that school policies are not compromised, such as school safety or discipline.

Race

To avoid disproportionately impacting pupils of a certain race, the school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a pupil's ethnic origin, e.g. natural Afro hairstyles.
- Not banning hairstyles worn because of cultural, family and social customs, e.g. cornrows.
- Not banning head coverings related to a pupil's culture or ethnic origin, e.g. African heritage head wraps.

The school will follow the good practice guidance provided by the Equality and Human Rights Commission on 'Preventing hair discrimination in schools'.

SEND and medical conditions

To avoid disproportionately impacting pupils with SEND or medical conditions, the school will ensure its uniform policy takes into account the needs of these pupils. This includes:

- What flexibilities, adaptions, adjustments or alternatives might mitigate any negative impact on these pupils.
- Adopting a more comfortable or less restrictive uniform.
- Determining a more flexible policy that allows pupils to choose from a range of items so they feel more comfortable.

Where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

The school will ensure that it works with a supplier that acts in accordance with the school's values and principles on equality and inclusion.

14. Complaints and Challenges

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Policy.

To make a complaint, parents should refer to the Complaints Policy and follow the stipulations outlined.

When a complaint is received, the school will work with parents to arrive at a mutually acceptable outcome.

The school will agree a procedure with its uniform supplier to deal with complaints about the supply and quality of uniforms.

In considering a complaint, parents should be aware that teachers can sanction pupils for breaching the school's rules on appearance or uniform. The school will expect this to be carried out in accordance with the school's published Behaviour Policy. The school will aim to deal with pupil non-compliance in a proportionate and fair way.

15. Monitoring and Evaluation

This policy will be reviewed every three years, or in line with DfE Statutory guidance. At every review, it will be approved by the Trust Board and Local Governing Body.

16. Equality Impact Assessment

The Trust will carry out an Equality Impact Assessment in order to ensure that policies, procedures and practices cater for individuals who share protected characteristics in relation to the Equality Act 2010. The purpose of these assessments is to ensure that policies, procedures and practices within the organisation are fair to all. If unfairness is highlighted, the assessment will also seek to show how this can be changed and, where it can't be changed, how it can be improved.

The Trust will monitor the impact of the policy to assess whether there is evidence of a detrimental impact on anyone with a protected characteristic as a result of the application of this policy. The assessment will include consideration of adaptations or changes which can be made to address any issues identified.

Appendix 1: School posters

SHS Uniform

STOCKSBRIDGE HIGH SCHOOL
This is Just the Start

The Stocksbridge Way: School Uniform

We are proud to be a uniform school. Our uniform provides:

- A sense of identity and belonging to the Stocksbridge school community.
- Cost-effective clothing that removes the social and financial pressures of fashion trends.
- Professional clothing, that prepares students for their future careers.
- Allows staff to clearly identify Stocksbridge students at all times and keep them safe.

STOCKSBRIDGE HIGH SCHOOL
This is Just the Start





V-neck school jumper or cardigan with school badge

Plain white shirt - short or long sleeved



or



Plain black skirt
Must be tailored and professional in appearance, suitable for a workplace. We deem this to be knee-length and loose fitting.

A school tie





Plain black tailored knee length shorts and **plain black** socks.

Plain black trousers
Must be tailored and professional in appearance, suitable for a workplace. We deem this to include a waistband, button and a zip.



Plain black footwear
All visible parts of the shoe must be black. Leather or leather look trainers, **no canvas or fabric material, no other colours or branding.**

www.stocksbridgehigh.co.uk

SHS Uniform

STOCKSBRIDGE HIGH SCHOOL
This is Just the Start

The Stocksbridge Way: Jewellery

For health and safety reasons there is a limit to the amount of jewellery that can be worn, this includes:

- One watch
- One small ring
- Earrings must be small/stud earrings (max. 10mm diameter)
- One bracelet

Items not permitted:

- Necklace (unless tucked away)
- Hooped earrings or bars
- Make-up must be natural and discreet
- No fake eyelashes or fake nails
- No other visible facial piercings

Uniform is not...



Hoodies of any type



Non-uniform jumpers of any sort



Chinos or jeans



Leggings or sportswear



Cargo shorts, denim shorts, cycling shorts, sports shorts









Any footwear with coloured logos or soles, of any type.
Footwear must be sturdy, and safe for a place of work.

All students who arrive in school without the planner, or not wearing full school uniform, will be directed to a member of our pastoral team.

Staff will supportively work through the following process to ensure all students are ready for school each day:

1. Provide a "day planner" if they require one.
2. Facilitate a phone call home to check if an item of school uniform can be brought into school that day.
3. Provide a replacement item of school uniform that the student can loan for that day.
4. If students refuse to address a uniform issue, they will be directed to our consequence room.

If you are experiencing difficulties obtaining any item that is required as part of our uniform, please contact the relevant pastoral office for your child.

www.stocksbridgehigh.co.uk

SHS Equipment

STOCKSBRIDGE HIGH SCHOOL
This is Just the Start

It is expected that students have the following equipment with them:

- Planner
- Reading book

Pencil case including the following:

- Pencils
- Pens (blue black green)
- Ruler
- Rubber
- Glue stick



Maths equipment including:

- Scientific calculator
- Compass
- Protractor
- School bag

Students are required to bring their equipment for school in an appropriate bag or backpack.

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NO MOBILE PHONES, SMARTWATCHES OR EAR/HEADPHONES.

Any devices seen in school will be confiscated.

STOCKSBRIDGE HIGH SCHOOL

Never Used | Never Seen | Never Heard

Appendix 2: Uniform Assistance Application Form

Children who attend Stocksbridge High School may be eligible for school uniform assistance, please speak to school on an individual basis. Complete the form below and send to enquires@stocksbridge-mlt.co.uk

Part 1: Details of parent

Your full name:	
Title:	
National insurance number:	
Address:	
Postcode:	
contact No:	
Email address:	

By supplying us with a phone number or email, you agree to being contacted to let you know if you are eligible.

Part 2: Details of each dependent child you are applying for

Surname	Other names	Date of birth

Please read this declaration before you sign it

- I declare I am the parent of the child(ren) that I am applying for.
- I declare that all the information I have given is correct and complete to the best of my knowledge.
- I have enclosed original documentation to prove that I am in receipt of one of the benefits listed at the top of this form.
- I am aware that I have a duty to notify the school in writing immediately of any changes in my circumstances which might affect my entitlement to school clothing assistance.
- I understand that information taken from this form will be stored electronically on the school's computers. The school is permitted to do this under the UK GDPR and Data Protection Act 2018. A copy of the school's registration is held for inspection.

Your signature: _____ Date: _____

Please return this completed for to the school office.