



**LIGHTHOUSE**  
SCHOOLS PARTNERSHIP

# Uniform Policy

## Statutory



Policy approved by School Local Governing Body	
Signed:	Date:
Name:	Role: Chair of Governors

### Document History

Version	Author/Owner	Drafted	Comments
1.0	LSP Central Team	February 2026	Model template created for LSP Schools to use.
2.0	Victoria Reyes	May 2026	Template amended applicable to the Whiteoak Academies of Hannah More Infants and Grove Juniors.
3.0			

Review cycle	Every Two Years
Next Review Date	May 2028

*This policy remains valid, and in operation, until a new or updated policy is published.*

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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 all 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, 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 all pupils to have long hair, although we reserve the right to ask that long hair 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 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 pupils to request changes to swimwear for religious reasons, or if they are experiencing discomfort
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with the Headteacher or Deputy Headteacher 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 (DfE) on the cost of school uniforms.

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 therefore make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents and carers

We will do this by:

- Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of:
  - None. We encourage sweatshirts with The Whiteoak Academies logo to be worn but this is not compulsory. Polo shirts and PE t-shirts with logos are available but, again, are not compulsory.
- 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. (At the present time, there are no compulsory branded items as part of the uniform.)
- Considering cheaper alternatives to compulsory 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 such as coats, bags and shoes/trainers that pupils could also wear on non-school days. See more information in section 4.1. (At the present time, there are no items such as this that are required at The Whiteoak Academies.)
- Avoiding different uniform requirements for different year/class/house groups.
  - The Whiteoak Academies are made up of two separate schools (Hannah More Infant and Grove Junior) and so have different uniforms. As the majority of families attend both, branded items, where purchased, can be passed to younger siblings.
- Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama.
  - There is no requirement for this.
- Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter.
  - There is no requirement for this.
- Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions.
  - For sports events outside of school, there is branded 'Whiteoak' sports kit which is loaned to pupils for a specific event. There is no requirement for this to be purchased by families.
- Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective pupils, and publishing details of this on our website.
  - See section 4.2 below.
- 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 Lighthouse Schools Partnerships Complaints Policy.
- Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers.

- See section 4.2 for where to purchase or acquire our uniform.
- Continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money.

## 4. Expectations for school uniform

### 4.1 Our school's uniform

The uniform guide for pupils is as follows:

- White polo shirt (children in Hannah More may also wear a red polo shirt if parents prefer), generic or branded;
- Red sweatshirt or cardigan for children in Hannah More;
- Navy sweatshirt or cardigan for children in Grove.

(The school encourages sweatshirts with The Whiteoak Academies Logo to be worn).

- Dark grey or black trousers or knee length, tailored shorts;
- Dark grey, black or navy knee length skirt / pinafore;
- Plain white, grey, navy or black socks or tights (but please ensure that your child can put their tights on and off independently).

#### Summer

- As above or white/red gingham summer dress for children in Hannah More; or blue/white summer dress for children in Grove.

#### Shoes

- Plain black shoes or trainers without obvious logos. If your child chooses to wear trainers as their school shoe (which they are welcome to do), it is essential that they are fully black, not canvas material and can be cleaned.

#### PE Kit

- Plain House colour T-shirt, available with logo. (Children are also welcome to wear a plain coloured T-Shirt that matches their house colour, available from most supermarkets).
- Black or navy shorts (not cycle shorts).
- A school jumper / hoodie (school hoodies for PE only are available with logo from School Togs, if desired).
- Plain navy or black jogging bottoms.
- Plimsolls or trainers that can be fastened independently.

#### Swimwear

##### Boys

- Swimming trunks or swim shorts (not loose-fitting Bermuda style shorts).
- Large towel.
- No requirement for any branded items.

##### Girls

- Full swimsuit (not two-piece costumes).

- Large towel.
- No requirement for any branded items.

### Jewellery and hair

- Hair should be neat and tidy and tied back if long.
- Haircuts should be smart with no offensive markings.
- Hair accessories such as headbands and bows should be small and practical and red or blue in colour.

### Makeup & Jewellery

- We request that children do not wear jewellery to school except for items worn for religious or medical reasons.
  - Where jewellery worn for religious reasons may pose a risk to the pupil's safety during PE, the items may be removed or covered/taped for that session.
- Children who have pierced ears are allowed to wear plain studs. These should be removed for P.E. sessions or covered with medical tape.
- Nail varnish and make-up should not be worn.

### Coats, bags and shoes

- There are no expectations for coats, bags and shoes/trainers. Pupils are asked to wear plain black shoes or trainers, without obvious logos, but there is no specification as to what brand. A 'shoe style guide' is pictured on the [school uniform page](#) of the website.
- A branded 'Whiteoak' sports top is loaned for sports festivals and competitions but if pupils are unable to (or don't wish to) wear this item, a suitable alternative will be permitted.

The uniform guide for pupils at both Hannah More Infant School and Grove Junior School can be found on the [School Uniform page](#) of the website.

## 4.2 Where to purchase or acquire our uniform

Details of two options for purchasing school uniform can be found below:

- For families wishing to purchase embroidered (branded) school uniform, this can be bought from School Togs Online by clicking the link [here](#). By using the code **Whiteoak delivery**, the uniform will be delivered free of charge to the school and can be collected when notified.
- Universal items of uniform, e.g. polo shirts, trousers, shorts, summer dresses, skirts and PE shorts can all be purchased from large supermarket retailers at low cost.
- We also have a selection of 'pre-loved' uniform available from WOWSA and on sale daily in our entrance / reception area by the school office. These items can be paid for digitally using the QR code, or a donation in cash made in the collection tin on site. Information about the pre-loved uniform is shared with families before they start, e.g. at the 'School Readiness' meeting for new Reception parents in May of each year.

This information is available on the [School Uniform page](#) of our school website.

## 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 the Headteacher ([school@hannahmoreandgrove.co.uk](mailto:school@hannahmoreandgrove.co.uk)) 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 and in good condition
- Clearly labelled with the child's name
- In line with our uniform expectations

Parents/carers are also expected to contact the Headteacher ([school@hannahmoreandgrove.co.uk](mailto:school@hannahmoreandgrove.co.uk)) 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 in accordance with the school's complaints policy.

Disputes about the cost of the school uniform will be:

- Resolved locally
- Dealt with in accordance with the Lighthouse Schools Partnership's Complaints Policy.

The school will work closely with parents/carers to arrive at a mutually acceptable outcome.

### 5.3 Staff

Staff will closely monitor pupils to make sure they are in correct uniform. We will give any pupils and families breaching the uniform policy the opportunity to comply, but follow up and further actions will be taken if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Assistant Headteacher or Deputy Headteacher in the first instance.

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 and the pupil will not miss classroom teaching because of a sanction. This is in line with the statutory [guidance](#).

### 5.4 Governors

Our Local Governing Body (LGB) 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 LGB 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 five years.

## **6. Policy Monitoring Arrangements**

This policy will be reviewed every two years by the Headteacher and Senior Leadership Team. At every review, it will be approved by the school's local governing body.

## **7. Links to other policies**

This policy is linked to our (or the Trust's):

- Behaviour Policy
- Equality information and objectives statement
- Anti-Bullying Policy
- Complaints Policy