Icknield High School Uniform Policy

September 2026-28

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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 (where possible listing uniform items) based on sex, to give all pupils the opportunity to wear the school 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 pupils to wear school approved religious head coverings

Uniform Adaptations

- Icknield High School is committed to equality, diversity and inclusion and therefore understands that there may be occasions where adaptations to the uniform policy will be necessary, for example for religious reasons, medical reasons or physical needs. Please contact the Headteacher if you wish to make a request for such an adaptation. All requests 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:
    - 4 or fewer if 1 item is a tie
- Carefully considering whether any items with distinctive characteristics are necessary, and limiting these items where possible, for example, by only asking that the blazer, worn over a jumper/cardigan, features the school logo
- Limiting compulsory branded items to low-cost and/or long-lasting items
- 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
- Avoiding different uniform requirements for different years
- Avoiding different uniform requirements for extra-curricular activities

- 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 this information on our website
- 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
- Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- 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 (see Appendix 1)

Blazer

- Black blazer with embroidered school badge on top pocket – compulsory
- No hoodies – these are likely to be confiscated
- Coats must not be worn when in the school building

Jumper

- Mid grey V-neck jumper (not embroidered) - optional
- Can be worn with blazer **not instead of**

Skirts

- Knee length mid grey box pleat skirt **OR**
- Knee length mid grey straight skirt **OR**
- Knee length mid grey knife pleat skirt
- Skirts should have no slits or decoration of any kind

Trousers

- Mid grey tailored trouser
- Trousers must be full length and not excessively oversized or skin tight

Shirt / Blouse

- White long or short sleeve top button shirts **OR** blouses
- Top button must be fastened and not visible under the school tie

Tie

- 52inch school tie with coloured year stripe – compulsory
- Must be worn to touch the belt / top of trousers / skirt

Footwear

- Smart black, leather style and waterproof to withstand all weather conditions
- The shoes must have a small and sensible heel height
- Ankle boots may be worn but must be inside / underneath trousers
- No coloured laces or decorations
- No trainers, sandals, canvas or sling back shoes

Tights / Socks

- Plain dark or white socks or black tights – not patterned or bright
- No leggings

Pupils with missing / incorrect uniform items may be leant items by the year room to wear during the school day / for a fixed period of time.

PE Kit

PE Polo Shirt
- Red polo shirt with embroidered school badge – compulsory

PE Fleece
- Red sports microfibre fleece with school logo **OR**
- Plain red sports microfibre fleece with no logos

Rugby Shirt
- Boys red and white reversible rugby shirt

Shorts
- Unisex plain black shorts
- Shorts must have no stripes or brand logo

Training Pants
- Unisex black training pants
- Training pants must have no piping, stripes or brand logo

Socks
- Red football / hockey socks

PE Footwear
- Training shoes with laces and non-marking soles
- Football boots
- Canvas shoes should not be worn as they are unsuitable for PE / sports
- Avoid wearing expensive trainers as outside areas are sometimes wet and muddy

Protective Wear
- Shin pads
- Mouth guard / gum shield

Optional Items
- Winter / cold weather coats
- Head coverings (e.g. phatka, dastaar, skullcap) must be plain black
- Headscarves or hijabs must be plain black.
    - They must cover hair, neck and be tucked under the blazers so that the collar and tie can be seen
    - They must not be worn with brooches, diamantes or tassels
- Medium grey shalwar kameez (for girls)
- Plain black athletic skorts for PE lessons

Jewellery
- A watch may be worn but smart watches are not allowed.
- One small pair of small plain stud earrings can be worn in the ears – they must only be one stud in each ear
- Additional jewellery is likely to be confiscated
- No facial piercings. Students with nose studs will be asked to remove them or place a clear retainer in the piercing if required
- No fake nails or nail varnish
- No make-up that is noticeable
- No fake eyelashes
- No extreme hairstyles, unnatural hair colours or lines in hair / eyebrows

4.2 Where to purchase or acquire it

Our uniform is a very important part of our school community and identity, and we want our pupils to wear it with pride at school and when in the community.

Branded uniform items can be purchased from the following retailers:

Prestige Design Workwear
Unit 12
Barton Industrial Estate
Faldo Road
Barton-le-Clay
Bedford MK45 4RP

01582 883222 / https://prestigedesignww.co.uk

J S Sports and Schoolwear
22 Neville Road
Luton
Bedfordshire LU3 2JQ

01582 494401 / https://www.myuniformshop.co.uk

Our non-branded uniform (e.g. shirts, trousers, skirts) is readily available at high street retailers, supermarkets and from online retailers.

Uniform items can also be brought from second had suppliers such as:

Level Trust Uniform Exchange
Unit 2G
Gallery Level
Luton Mall
LU1 2TW

01582 550 070 / admin@leveltrust.org

https://www.leveltrust.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)
- They are supporting at school events / representing the school, e.g. Presentation Evening / Transition Evening

Pupils are also expected to contact the relevant Head of Year if they want to request an amendment to the uniform policy in relation to their protected characteristics. Any requests may well be passed to the Headteacher for consideration.

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/carers are also expected to contact the Headteacher 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 our school'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. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the Headteacher or member of the senior leadership team if the situation doesn't improve.
Ongoing breaches of our uniform policy will be followed up within the school's Behaviour Policy.
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

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/carers, and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The governing board will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money.

6. Monitoring arrangements

This policy will be reviewed every two years by the Deputy Headteacher At every review, it will be approved by the full governing board or student affairs sub-committee.

Appendix 1

Uniform Items



Mid Grey 50/50 Mix V-Neck Jumper
NOT EMBROIDERED.

PE Kit



Recommended For PE: Shin Pads & Gum Shields



Black Blazer Fully Lined
Embroidered School Badge.



Black Blazer Fully Lined
Embroidered School Badge.



White Long Or Short Sleeve
Top Button Shirts Or Blouses.



Tie
52" length



Unisex
Cuatro NEW SPORTS FLEECE
Red/Black



Unisex Black
Training Pants



Unisex Black
Shadow Shorts



Mid Grey
Tailored Trouser

The School Skirt Requirements Is
Length Must Be To The Knee.



Mid Grey
Box Pleat Skirt

Mid Grey
Straight Skirt

Mid Grey
Knife Pleat Skirt



Mid Grey
Tailored Trouser



Boys Reversible
Rugby Shirt R150
Scarlett/White



Unisex & Girls Fitted
Aptus NEW SPORTS POLO
Red/White
Icknield High Embroidered School Badge

