



## Richmond Hill School

### UNIFORM POLICY

We aim to in all we do to -

**'Empower, Embrace and Encourage'**

Author:	Gill Thornton/Hannah Cameron
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This is a Local Authority adopted policy	
This is school policy	

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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 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 the way that is appropriate for school yet makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons
- 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 Headteacher and/or site lead, 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 - I have checked lots of different schools logo sweatshirt prices on prestige & they are all the same price no matter what colour/school
- Prestige offer free delivery to school for parents so they can order online & brought home by child therefore no petrol or time involved
- Provides the best value for money for parents/carers and considers cheaper alternatives - Non logo sweatshirts are cheaper & basic colours like red or navy are cheaper at supermarkets but not identifiable as RHS uniform

**We will do this by:**

- Avoiding different uniform requirements for different pathways - 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
- The sweatshirt is branded and is the only required item
  - Rest of uniform is available at any high street shop/supermarket
  - Same uniform for all years/classes
  - PE kit, fleece, polo tops, swimming costumes can be bought from the high street
  - Level trust – uniform exchange <https://www.uniform.exchange/about>

All of the above still applies, family workers also arrange 2nd hand clothing sales

Families are also good at handing in uniform that becomes too small for their child

No complaints about uniform cost or quality have been received

### Where to purchase it and what is required

Prestige Design & Workwear Ltd - Barton Unit 12, Barton Industrial Estate, Barton-Le-Clay, Bedford, MK45 4RP Telephone 01582 883222

Prestige Design & Workwear Ltd - Flitwick 46 - 48 High Street, Flitwick, Bedford, MK45 1DX Telephone 01525 716558 Email:

[Sales@prestigedesignwww.co.uk](mailto:Sales@prestigedesignwww.co.uk)

<https://web76.secure-secure.co.uk/prestigedesignwww.co.uk/live/School-Uniform/RICHMOND-HI>

## 4. Expectations for our school community

### 4.1 Pupils

Pupils are expected to wear the correct uniform where possible but will be allowed to dress in the clothes that allow them to be most comfortable and which support their special needs (other than specified non-school uniform days)

Pupils will be expected to wear sensible shoes while at school

### 4.2 Parents and carers

Parents and carers are expected to make sure their child comes to school appropriately and sensibly dressed . Where they are able to wear the correct school uniform that would be appreciated but children who are unable to wear this will also be allowed to wear what allows them to be comfortable, and that every item is-

- Clean
- Clearly labelled with the child's name
- In good condition

Parents are also expected to contact 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 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.

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.

### **4.3 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.

Tendering process last reviewed September 2021. This policy will be reviewed every 3 years by the FGB.