



Uniform Policy

1. Aims

This policy aims to:

- Set out the approach of the Henrietta Barnett School (the 'School') to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers
- Explain how the School will avoid discrimination in line with its legal duties under the Equality Act 2010
- Clarify the School's expectations for school uniform.

The Uniform Code for students in Years 7-11 (the 'Uniform Code') itself is contained within Appendix A of this policy and is also an Appendix to the Behaviour Policy, both of which are on the School's website.

2. The 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, the School will:

- Avoid reference to sex or gender in relation to items of uniform
- Make sure that uniform costs are the same for all students
- Make sure that the application of the Uniform Code regarding appropriate hair styles does not lead to any discrimination (direct or indirect) against students on the basis of the above protected characteristics (in particular race, religion or belief)
- Allow students to wear headscarves and/or other religious garments
- Allow students with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to the Uniform Code on the grounds of equality by asking students or their parents/carers to get in touch with Claire Leek (Assistant Head (Pastoral and Personal Development)), 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

The School has a duty to make sure that the uniform it requires is affordable, in line with statutory guidance from the Department for Education (DfE) on the cost of school uniform.

The School understands that items with distinctive characteristics (such as branded items, or items that need 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/carers' ability to 'shop around' for a low price.

The School will make sure its uniform is available at a reasonable cost in the following ways:



- Limiting the number of items with distinctive characteristics and/or branding required and keeping the number of optional branded items to a minimum
- Considering cheaper alternatives to school-branded items
- Keeping different uniform requirements for different Key Stages to a minimum
- Avoiding specific requirements for items for students to wear on non-uniform days or for extra-curricular activities
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers and students on any proposed significant changes to the Uniform Code and carefully considering any complaints about the Code.

4. Expectations for school uniform

4.1 The School's Uniform Code

The School's Uniform Code is set out as an Appendix to this policy.

4.2 Where to purchase it

The School's uniform supplier is [Uniform4Kids](#). Purchases can be made online or in store (1103-1105 Finchley Rd, London NW11 0QB).

Second-hand uniform is available for sale at the annual Summer Fair which takes place in July.

5. Expectations for the School community

5.1 Students

Students are expected to wear the correct uniform at all times (other than specified non-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 (unless otherwise notified).

If a student wants to request an amendment to the Uniform Code in relation to their protected characteristics they should contact their Head of Year/Key Stage or the Assistant Head (Pastoral and Personal Development).

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 their child's Head of Year/Key Stage or the Assistant Head (Pastoral and Personal Development) 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.

Disputes about the cost of the school uniform will ideally be resolved informally and the School will aim to work closely with parents/carers to arrive at a mutually acceptable outcome. If needed, resort should be made to the School's complaints policy.

5.3 Staff

Staff will monitor students to make sure they are in correct uniform. They will give students breaching the uniform policy the opportunity to comply, but will follow up with the Head of Year/Key Stage, or the Assistant Head (Pastoral and Personal Development) if the situation doesn't improve. Ongoing breaches of the School's Uniform Code may be dealt with in accordance with the Behaviour Policy if necessary. In following up on breaches of the Uniform Code, consideration will be given to whether financial hardship has resulted in non-compliance.

5.4 Governors

The Governing Board will review this policy and make sure it:

- Is appropriate for the school's context
- Is implemented fairly across the school
- Takes into account the views of parents/carers and students
- Offers a uniform that is appropriate, practical and safe for all students

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. Sixth Form Dress Code

Sixth Form students are not required to adhere to the School's Uniform Code. There is a separate Dress Code for Sixth Form students which is contained in Appendix B of this Policy. It can also be found in the Sixth Form Induction Booklet.



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7. Monitoring arrangements

This policy will be reviewed annually.

The date of the last review was [July 2025].

8. Links to other policies

This policy is linked in particular to the:

- Behaviour Policy
- Equalities Policy and Objectives
- Complaints Policy



Appendix A: The Henrietta Barnett School Uniform Code (Years 7 – 11)

As a member of HBS, we want you to feel pride in your uniform. All members of staff will expect you to be in full, tidy uniform throughout the day (with reasonable allowances made for extreme weather). Please could parents help us ensure that every student is correctly dressed for school.

Knitwear *	regulation with school stripes
Skirts	plain navy blue
or	
Trousers	plain navy blue, smart and straight legged from any school range
Shirts	pale blue (Years 7-9) / white (Years 10-11), open-necked, plain long or short sleeved
T-shirts	plain white only may be worn under the shirt in cold weather
Socks	plain white or navy blue or black
Tights	plain navy blue or black or flesh-coloured (not patterned)
Shoes	suitable plain black with block heels no higher than 3 cm
	no trainers or open sandals
Coat/jacket	plain dark

Head coverings in plain navy blue only may be worn for religious adherence

PE Uniform

- Polo shirt *
- Skort or shorts (navy – either branded from HBS Uniform shop or unbranded)
- ¼ zip sweatshirt and/or base layer (navy – either branded from HBS Uniform shop or unbranded)
- Leggings and/or sweat jog bottoms (navy – either branded from HBS Uniform shop or unbranded)
- Plain ankle sports socks
- Trainers (lace-up, not Velcro)

Spring Term

- Mouth guard (does not need to be moulded prior to the start of term)
- Shin pads with ankle protection

No jewellery may be worn except for one pair of small, plain stud earrings (no other piercings are allowed), a watch and a religious emblem on a long chain underneath the shirt so that it is not visible.

Hair must be a natural colour; extreme hair styles or colours are not acceptable.

Nail varnish is not permitted.

All clothing and personal property must be clearly and durably marked. Lost items are easily returned to students if they are labelled.

Items marked * are only available from the School's uniform supplier.



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Appendix B

Sixth Form Dress code

We do not have a very prescriptive dress code and ask simply that you dress in a way that is appropriate for a place of learning.

In particular, we make these requests:

- No bare midriffs
- No tops which are low cut
- Trousers and skirts to cover underwear
- No shorts or very short skirts

Hair, jewellery and piercings must be appropriate for a professional environment.

On a number of formal occasions each year, we will ask you to dress as if for an interview.