



## Ravens Wood School (Part of the Impact Multi Academy Trust) Policy Document

Policy Name	School Uniform Policy (Students)
Date of Last Review:	Autumn 2025
Date of Next Review:	Autumn 2027
SLT Responsible:	Deputy Headteacher – Behaviour and Attitudes
Other staff:	Headteacher
Appendices	

## Contents

1. Aims .....	2
2. Our school's legal duties under the Equality Act 2010 .....	2
3. Limiting the cost of school uniform .....	2
4. Expectations for school uniform.....	3
5. Expectations for our school community.....	4
6. Monitoring arrangements.....	4
7. Links to other policies .....	4

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### 1. Aims

This policy aims to:

- Set out our approach to requiring a uniform that is 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 uniforms, ensuring it supports equality, inclusion and pride at Ravens Wood School.

### 2. Our school's legal duties under the Equality Act 2010

The [Equality Act 2010](#) prohibits discrimination based on protected characteristics. To avoid discrimination, Ravens Wood School will:

- Ensure uniform costs and expectations are the same for all students.
- Allow students to request reasonable adaptations for disability, sensory needs, or religious reasons.
- Permit all students to have long hair, tied back where necessary for safety.
- Permit students to wear religious garments, including headscarves.
- Handle all requests for adaptations sensitively and on a case-by-case basis via the school office ([office@rws.uk.net](mailto:office@rws.uk.net)).

### 3. Limiting the cost of school uniform

Ravens Wood School recognises its duty to make sure that the uniform we require is affordable, in line with the Department for Education (DfE) guidance on the cost of school uniforms (updated October 2025).

We will:

- Keep branded items to a minimum (maximum of four compulsory branded items: blazer, tie, and PE top).
- Allow generic items such as trousers, shirts, and PE shorts to be bought from any retailer.
- Ensure uniforms are durable, long-lasting, and provide good value for money.
- Avoid frequent or unnecessary changes to uniform.

- Offer access to second-hand uniforms through our PSFA and clearly communicate how to access it.
- Review supplier contracts regularly and run a competitive tender process at least every five years.
- Consider the views of students and parents before any major change to uniform requirements.

## 4. Expectations for school uniform

### 4.1 Our school's uniform

The Ravens Wood School uniform consists of the following items:

#### Main School Uniform:

- Black blazer with school logo
- White shirt (long or short sleeved)
- School tie with logo
- Plain black trousers (no jeans, cords or skinny styles)
- Plain black V-neck jumper or black Ravens Wood logo jumper (optional under blazer)
- Plain black formal shoes (no trainers or boots)

#### PE Kit:

- Ravens Wood branded PE top – KS3 this is long sleeved black and green striped top in Autumn/Winter and a plain dark green T-Shirt (unbranded) in Spring/Summer, KS4 this is RWS Polo top
- A Quarter Zip PE top with logo (KS3 and KS4)
- Plain black PE shorts or plain black tracksuit bottoms – no visible branding or logos (unless RWS)
- Appropriate sports trainers (no coloured soles or flashing lights)
- Suitable sports socks – black, green or white. Ravens Wood sports socks are available to purchase but are optional. Jewellery should be minimal and safe for school activities. Rings, bracelets and earrings are not permitted. If ears are newly pierced, a clear plastic placeholder stud may be worn during the healing period only. For safety and professionalism, mouth jewellery or decorative dental coverings, including grills (gold, silver or coloured), caps or removable tooth accessories, are not permitted in school.

Hairstyles must be appropriate for a professional learning environment. The school fully welcomes and respects all natural, protective and culturally significant hairstyles, including (but not limited to) Afros, braids, locs, twists, plaits, cornrows and other styles linked to race, ethnicity, culture or religion. No student will be disadvantaged or asked to change a hairstyle that is part of their racial, cultural or religious identity. Expectations focus only on safety and readiness to learn, and hairstyles should not obstruct a student's vision or face or create a health and safety risk.

### 4.2 Where to purchase it

Uniforms can be purchased from the school's approved supplier or from high-street retailers provided the specification is met. Second-hand uniform is available via our PSFA. Details of all uniform providers, including the PSFA, are published on the school website.

## 5. Expectations for our school community

### 5.1 Students

Students are expected to always wear the correct uniform (except on designated non-uniform days) while:

- On the school premises
- Travelling to and from school
- Representing the school at events or trips

Students seeking adjustments due to protected characteristics should contact the Deputy Headteacher – Behaviour and Attitudes.

### 5.2 Parents and carers

Parents and carers are expected to:

- Ensure their child has the correct uniform and PE kit, clean, labelled with their full name, and in good condition.
- Contact the school if support is needed with uniform costs or adaptations.
- Raise any concerns or complaints promptly in line with the school's Complaints Policy.

### 5.3 Staff

Staff will monitor compliance with the uniform policy. Minor breaches will be addressed with reminders or support; repeated or deliberate breaches will be handled in line with the Behaviour Policy.

### 5.4 Governors

The governing body will ensure that:

- The policy reflects DfE guidance and is fair, inclusive, and affordable.
- Supplier arrangements prioritise value for money and avoid single-supplier dependency.

The policy is reviewed annually and approved by governors.

## 6. Monitoring arrangements

This policy will be reviewed annually by the Deputy Headteacher – Behaviour and Attitudes and approved by the full governing board. Any updates will be communicated to parents and students in advance of implementation.

## 7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy