

RALPH SADLEIR SCHOOL



'Students of Today, Citizens of Tomorrow'

UNIFORM POLICY 2026/2027

Approved by:	Board of Trustees	Date: June 2026
Last reviewed on:	-	
Next review due by:	June 2027	

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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 request changes to swimwear for religious reasons, or if they are experiencing discomfort
- 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 for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with Mrs Wilson, sendco@ralphsadleir.academy 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 3 items.
- 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
- 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 extra-curricular activities including (but not limited to) sport, music and drama
- Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
- 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
- Making 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

School uniform - to be worn three days a week

Sweatshirt:

Preference: Navy round necked sweatshirt with school badge and House colour - available from Kids Connection

Alternative: Plain

navy round necked sweatshirt

Plain dark grey trousers or shorts or skirt (knee length/no slits)

White polo top

Grey or white socks or grey tights

Polishable black shoes or boots

Sports uniform - to be worn two days a week

PE Top

Preference: Ralph Sadleir PE top - available from Kids Connection

Alternative: Plain navy polo top

PE Bottoms

Preference: Ralph Sadleir PE Skort or Shorts - available from Kids Connection

Alternative: Plain navy skort or shorts - no logo showing

Trainers (no high tops or bright colours)

Navy or white sport socks - no logo showing

Football boots (studs)

Shin pads

Optional items

Ralph Sadleir Mid Layer top - available from Kids Connection

Navy leggings with school logo - available from Kids Connection

Plain navy leggings or tracksuit bottoms

4. 2 General uniform principles for all students

No false eyelashes, false nails or nail polish

No jewellery other than one/two small, plain stud earring in each ear

Hairstyles and make-up should be moderate

No body art, transfers, tattoos etc.

No colourful or oversized hair accessories are allowed e.g. large flowers, bows

Outdoor jackets must be plain. No denim, leather, large fur hoods or logos larger than a credit card

Students should use appropriate bags for school

4.3 Where to purchase or acquire uniform

Our school branded uniform is available at Kids Connection

Kids Connection, Unit 1A Great Northern Work, Hartham Lane, Hertford, SG14 1QW

<https://www.kidsconnection.co.uk/school/ralph-sadleir-school/>

Non branded parts of the uniform can be purchased at a range of high street retailers including Marks and Spencer, Tesco, Sainsbury's, ASDA and Matalan

5. Expectations for our school community

5.1 Students

Students 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)

Students are also expected to contact Mrs Hindhaugh (s.hindhaugh@ralphsadleir.academy) 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
- Clearly labelled with the child's name
- In good condition

Parents/carers are also expected to contact Mrs Hindhaugh (s.hindhaugh@ralphsadleir.academy) 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

Tutors will closely monitor students to make sure they are in the correct uniform. They will give any students and families breaching the uniform policy the opportunity to comply, but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by our Behaviour Policy.

In cases where it is suspected that financial hardship has resulted in a student not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation and the student 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 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. Monitoring arrangements

This policy will be reviewed annually by the Headteacher.. At every review, it will be approved by the trustees.

7. Links to other policies

This policy is linked to our:

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