

HAGLEY CATHOLIC HIGH SCHOOL

SEMPER FIDELIS

Uniform Policy

Version	4
Date created/updated	June 2026
Ratified by	Local Governing Body
Date ratified	30/06/2026
Date issued	01/07/2026
Policy review date	July 2027
Post holder responsible	Assistant Principal – Behaviour and Attitudes
LGB Chairperson	Geoff Taylor Smith



Commitment to Equality:

We are committed to providing a positive working environment which is free from prejudice and unlawful discrimination and any form of harassment, bullying or victimisation. We have developed a number of key policies to ensure that the principles of Catholic Social Teaching in relation to human dignity and dignity in work become embedded into every aspect of school life and these policies are reviewed regularly in this regard.

This Uniform Policy has been approved and adopted by Hagley Catholic High School Governing Body on the 30/06/2026 and will be reviewed in July 2027.

Signed by LGB representative for Hagley Catholic High School:

G Taylor Smith

Signed by Principal:

J Hodgson



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Summary of changes

Page 4 – Updates to legislation and DFE guidance

Page 5 – Inclusion of The Children's Wellbeing and Schools Act 2026

Page 5 – Inclusion of additional relevant legislation

Page 5 – Confirmation of Hagley branded items as required The Children's Wellbeing and Schools Act 2026

Page 5 – Limiting the cost of school uniform changed to Affordability and Financial Support

Page 6 – Amended format

Page 9 – Expectations (identification of branded items

Page 9 – Indication that Sweatshirt does not make up part of school uniform

Page 10 – Indication that Sweatshirt does not make up part of school uniform

Page 11 – Reference to Screening, Searching and Confiscation Policy (for jewellery)

Page 13 – Updated trousers photograph and description of girl's trousers'

Page 16 – Removal of the specific requirement for scarves, but reference to no sports team scarves.

Page 16 – Inclusion of balaclavas and snoods as banned items.

Page 16 – Removal of 'embroidered' for PE kit. Replaced with 'labelled'.

1. Rationale

Hagley Catholic High School holds high expectations and standards for all students. We encourage a professional environment, preparing our young people for the world of work and employability.

As a school, we have a long-standing reputation in the local community for being an establishment that is well respected for our standards. It is a requirement therefore that all of our students wear their uniform as directed within this policy and in turn are encouraged to wear it with pride marking their distinct identity as part of the Hagley Catholic High School community.

As a school that promotes both professional conduct and presentation, we do not believe that 'fashion' or 'trends' should influence the school uniform. The wearing of a uniform remove's opportunities for peer pressure and bullying. All students are dressed to the same professional standard, which helps to avoid conflict and is more manageable both for the student and their parents in the long run.

2. Legislation and UK Government Guidance

This policy is based on and complies with the following statutory legislation and DfE guidance:

Equality Act 2010

The school's uniform policy complies fully with its obligations under the Equality Act 2010. In particular:

- **Religion and belief:** The policy does not prevent students from wearing items required by their religion or belief, including but not limited to hijabs, turbans, Sikh Karas, or crucifixes on a chain. Any student requiring an adaptation for religious reasons should discuss this with the Headteacher.
- **Gender:** Where different uniform requirements exist for male and female students, care has been taken to ensure that neither specification is more expensive or burdensome than the other. The school will consider requests for adaptations on grounds of gender identity, sensitively and case by case.
- **Disability and SEND:** Reasonable adjustments to uniform requirements will be made for students whose disability or special educational need requires a different item of clothing or footwear. Requests should be made directly to the Principal.

Education (Guidance about Costs of School Uniforms) Act 2021

This Act placed a legal duty on the Secretary of State to issue statutory guidance requiring schools to ensure that the cost of school uniforms is reasonable. The resulting DfE Statutory Guidance on the Cost of School Uniforms (November 2021) requires schools to have regard to the following principles, all of which are reflected in this policy:

- **Affordability:** No school uniform should be so expensive as to leave pupils or families feeling unable to apply to, or attend, a school. The cost of uniform must never act as a barrier to school choice or attendance.
- **Minimising branded items:** Schools should keep the use of branded items to a minimum and limit their use to low-cost, long-lasting items. Unnecessary branding on socks, bags, coats, and similar items is to be avoided.
- **Competitive supply and best value:** Where schools use a single supplier, they must ensure competitive tendering processes are conducted regularly (at least every five years) to secure best value for families.
- **Second-hand uniform:** Schools must ensure arrangements for purchasing second-hand uniform are in place and communicated to parents.

Children's Wellbeing and Schools Act 2026

The Children's Wellbeing and Schools Act 2026 received Royal Assent on 29 April 2026 and represents the most significant reform of school uniform law in England. The Act introduces a statutory cap on the number of branded uniform items that state-funded schools may require. For secondary schools, the limit is:

*From September 2026, secondary schools may require no more than **four branded** uniform items (including any branded sports/PE items), where one of those four items may be a branded tie. All other compulsory uniform items must be available from general retailers and must not be exclusively available from a single supplier.*

"Branded" relates to any item that carries the school's name or logo, or that by reason of its colour, design, fabric, or other distinctive characteristic is only available from particular suppliers.

Additional Relevant Legislation

Other statutory legislation covered by this policy, includes:

- **Education Act 1996 (s.550B):** Gives the Principal the authority to establish and enforce the school's uniform policy as part of their power to regulate conduct.
- **Human Rights Act 1998 (Article 9 — Freedom of Thought, Conscience and Religion):** Adaptations for religious dress will be considered where a student or family has a genuine and sincere religious belief, balanced against the school's legitimate aim of maintaining a consistent uniform.
- **School Admissions Code:** The uniform policy must not, directly or indirectly, discriminate against prospective pupils on the basis of race, religion, disability, or socio-economic background.
- **Keeping Children Safe in Education (DfE, 2025):** Staff are alert to uniform non-compliance as a potential indicator of wider difficulties at home and will always respond with sensitivity and support rather than punishment alone.

3. Confirmation of branded items

As directed by The Children's Wellbeing and Schools Act 2026, the 4 branded items required to complete the Hagley Catholic High School Uniform are:

- The school blazer,
- The school ties (with specific banding for form groups).
- The school skirt.
- The school sports polo shirt is the fourth permitted branded item (PE only).

4. Affordability and Financial Support.

In line with the Children's Wellbeing and Schools Act 2026 and the DfE Statutory Guidance on uniform costs, the Hagley Catholic High School takes the following steps to ensure that uniform is affordable and accessible to all families:

- **Second-hand uniform scheme:** The school operates a second-hand uniform shop, details of which can be gained via reception. Parents are encouraged to donate outgrown uniform in good condition. Pre-loved items are available at a significantly reduced cost.

- **Uniform Support:** Families in financial hardship may be eligible for uniform support. Please contact the school office in confidence to discuss eligibility. Applications are dealt with sensitively and in complete confidence.
- **Supplier information:** Full details of where each uniform item can be purchased, including branded items and non-branded alternatives, are published on the school website and provided to parents at the start of each academic year.
- **No frequent changes:** The school commits to not making unnecessary changes to the uniform specification. Any changes will be communicated well in advance.
- **Non-compliance due to hardship:** Where it is believed that a student's uniform non-compliance is linked to financial hardship, the school will respond with sensitivity and support, not punishment.

5. School Uniform Providers

Hagley Sports and Monkhouse Schoolwear Specialists are our 2 school uniform providers. Details and contacts for both providers can be found below as well as direct links to their websites are available on our school website.

Hagley Sports

Embassy House, Unit 12 Embassy Trading Estate,
Attwood Street, Lye, DY9 8RY

Tel: 01384 424 428

Email: peter@hagleysports.com Web: <https://www.hagleysports.com>

Monkhouse Schoolwear Specialists

Tel: 0161 476 7216

Email: web@monkhouse.com Web: <https://www.monkhouse.com>

6. Expectations for our school community

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 Mr Barratt, Assistant Principal, if they want to request an amendment to the uniform policy in relation to their protected characteristics.

Parents and carers - are expected to make sure their child has the correct uniform and PE kit, and that every item is:

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

Parent(s)/carer(s) are also expected to contact Mr Barratt, Assistant Principal, if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform
- Medical needs (a medical letter must be presented from a GP)

Parent(s)/carer(s) 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 parent(s)/carer(s) to arrive at a mutually acceptable outcome.

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

All form tutors will check that student uniform is correct at the start of the day and then staff will continue to monitor that standards are being maintained as the day progresses. Students can expect to be challenged if they fail to adhere to the school's Uniform Policy. Any member of staff (teaching or non-teaching) is empowered to reinforce the expected standards of uniform whilst a student is representing Hagley Catholic High School and can therefore allocate either rewards or sanctions dependant on the need. The reporting of persistent uniform issues by staff, will require liaison with the student's Head of Year who will act to resolve the issues and issue further sanctions, if necessary.

If there are deemed to be extreme or more serious challenges of the uniform policy, or repeated offences after several attempts to rectify the problem, then the school may choose to opt for more significant interventions to initiate the required change in behaviour.

Students can be allocated 'zero-free time' or even be kept under SLT supervision. Examples (non-exhaustive) of when these sanctions may occur include –

- Extreme haircuts (full or partial shave; lines, unnatural colour)
- Incorrect footwear (usually the wearing of trainers)
- Piercings (only a single 4mm plain stud in each ear lobe is allowed)
- Refusal to cooperate when directed to rectify a uniform issue by a member of staff

The Principal, acting on behalf of the Local Governing Body, will have the final say on any ongoing uniform discrepancies and students not conforming to the required uniform expectations. Any student not willing to resolve any identified issues, may well be sent home to change or will be supervised by SLT within school. In cases where it is suspected that financial hardship has resulted in a student not being able to comply with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

The Local Governing Body - will review this policy and make sure that it:

- Is appropriate for our school's context and is implemented fairly across the school.
- Considers the views of parents and students.
- Offers a uniform that is appropriate, practical, and safe for all students.

The Local Governing Body 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.

7. Monitoring arrangements

This policy will be reviewed every two years by an Assistant Principal. At every review, it will be approved by the Local Governing Body.

8. Agreement and Communications

Each and every Hagley Catholic High School student is an ambassador for themselves, their families, and our community when they are in school and out in the public eye. Therefore, all students have a responsibility to present themselves in line with the direction and expectations outlined within this Policy.

We ask for and expect the full support of parent(s)/carer(s) in maintaining a high standard of dress and presentation from all students. From time to time, certain items of uniform might get misplaced or need replacing. If this is the case, we request that communication is made with the school office immediately to inform us and that an acceptable timescale is set for when the item will be replaced.

The primary aim will always be to rectify any identified issues as soon as possible. Therefore, staff and parent(s)/carer(s) will work together to support the student to solve any issues within an acceptable time frame. In some cases, as a school, we may either look to lend items of uniform, especially in PE when kit is forgotten, and where shoes have broken, we hold in school a stock of regularly laundered items of spare uniform. Alternatively, parent(s)/carer(s) may choose to bring correct items into school, that day.

Students will be informed about uniform expectations through assemblies and tutor time presentations. Expectations will then be regularly reinforced. Parent(s)/carer(s) will be informed of the uniform expectations at the Year 6 transition events and via the school website; Principal newsletters and Arbor communications.



9. School Uniform Expectations and Guidance's (Girl's) (* Branded item)

Expected	Requirements/Guidance
Blazer*	Navy blue blazer with school badge. To always worn around school. Jumpers DO NOT take precedence over the blazer.
Shirt	A plain white long or short sleeved shirt with school tie. To be tucked in at waist and with top button always done up.
Tie*	Navy blue tie with house stripe. Anselm – Blue; Bede – Green; Chad – Red; Gregory – Grey; Kenelm – Yellow; Wulstan – Purple. To be worn at all times.
Skirt*	David Luke checked stitched down knife pleat skirt - grey and navy. MUST be worn to the knee. (Product code: 983-GREYNAV)
Tights	Plain navy blue or black opaque tights. No socks to be worn over tights at any time.
Summer socks	ONLY WHEN AUTHORISED BY THE PRINCIPAL. Knee high dark grey socks only, not black and no bows. Requirement to change back to tights, if not presentable.
Trousers	Mid grey tailored full-length trousers. No black trousers. No Lycra or skin-tight trousers are permitted. No leggings.
Shoes	Sensible black formal shoes with low heels and black laces if required. No boots/no sport brands/no trainers/no canvas shoes.
Slides/hair bands	Plain hair slides or navy-blue ribbon/bands are allowed. No alternative colours. Hair must be tidied back in PE lessons.
Optional additions	Requirements/Guidance
Jumper	Plain 'V' necked navy-blue jumper with optional school badge. No alternatives/colour deviations. Must be untucked. School blazer takes priority.
Coat	Plain dark coloured (preferably navy or black) coat. No colour deviations. No denim, leather, or sport stripes.
Scarf	School design or plain navy or black scarves. No alternative colours. Not to be worn inside the school building.
Hat/Gloves	Plain navy or black gloves and hats. No alternative colours. Hats not to be worn inside.
Belts	Belts must be plain black. No colour deviations. No decoration or studs
Bags	Bags of sensible size and design.
PE	Requirements/Guidance
Polo top*	Navy blue tailored polo shirt with amber panels. Must have school badge. Embroidered name/initials is ideal.
Sweatshirt (optional)	Navy blue sweatshirt (badge optional). Not to be worn as part of school uniform No sport branding. No alternative colours.
Base layer (optional)	Plain navy-blue base layer/skin can be work in winter for outdoor sports. No sport branding. No alternative colours.
Shorts or Skort	Plain navy-blue shorts or skort (badge optional). Embroidered name/initials ideal. No sport branding. No alternative colours.
Leggings (optional)	Plain navy-blue sports leggings. No sport branding.
Trainers	Sports trainers. No pumps or plimsols.
Outdoor socks	Plain navy-blue football/hockey socks. No sport branding
Indoor socks	White sports socks.
Boots/Shin pads	Football boots (moulds/studs) and shinpads are required for football lessons. This is a specific requirement from the FA. Not required for KS4 games lessons.

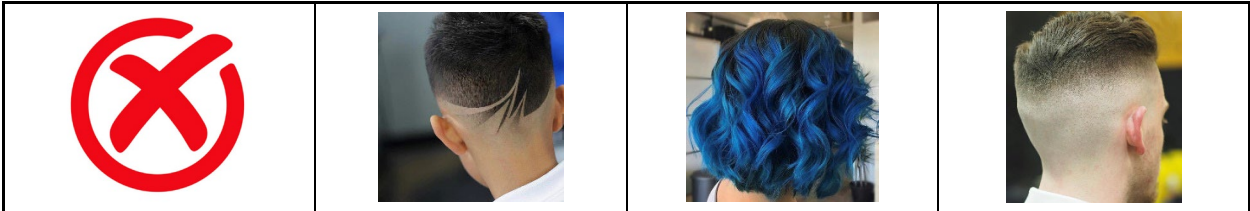
School Uniform Expectations and Guidance's (Boy's) (* Branded item)

Expected	Requirements/Guidance
Blazer*	Navy blue blazer with school badge. To always worn around school. Jumpers DO NOT take precedence over the blazer.
Shirt	A plain white long or short sleeved shirt worn with tie a school tie. To be tucked in at waist and with top button always done up.
Tie*	Navy blue tie with house stripe. Anselm – Blue; Bede – Green; Chad – Red; Gregory – Grey; Kenelm – Yellow; Wulstan – Purple. To be worn at all times.
Trousers	Plain mid to dark grey, full-length tailored trousers. No black trousers. No jeans.
Shoes	Formal black leather shoes with black laces (if required). No boots/no sport brands/no trainers/no pumps/no canvas shoes*. See guidance
Socks	Plain navy blue, dark grey or black socks. No white socks. No multicolour socks.
Optional additions	Requirements/Guidance
Jumper	Plain 'V' necked navy-blue jumper with optional school badge. No alternatives/colour deviations. Must be untucked. School blazer takes priority.
Coat	Plain dark coloured (preferably navy or black) coat. No colour deviations. No denim, leather, hoodies, or sport stripes.
Scarf	School design or plain navy or black scarves. No alternative colours. Not to be worn inside the school building.
Hat/Gloves	Plain navy or black gloves and hats. No alternative colours. Hats not to be worn inside the school buildings.
Belts	Belts must be plain black. No colour deviations. No decoration or studs
Bags	Bags of sensible size and design.
PE	Requirements/Guidance
Polo top*	Navy blue tailored polo shirt with amber panels. Must have school badge. Embroidered name/initials is ideal.
Sweatshirt (optional)	Navy blue sweatshirt (badge optional). Not to be worn as part of school uniform No sport branding. No alternative colours.
Base layer (optional)	Plain navy-blue base layer/skin can be worn in winter for outdoor sports. No sport branding. No alternative colours.
Shorts	Plain navy-blue shorts (badge optional). Embroidered name/initials is ideal. No sport branding. No alternative colours.
Trainers	Sports trainers. No pumps or plimsols.
Outdoor socks	Plain navy-blue football/hockey socks. No alternative colours. No sport branding
Indoor socks	White sports socks.
Boots/Shin pads	Football boots (moulds/studs) and shinpads are required for football lessons. This is a specific requirement from the FA. Not required for KS4 games lessons.

10. Additional Guidance

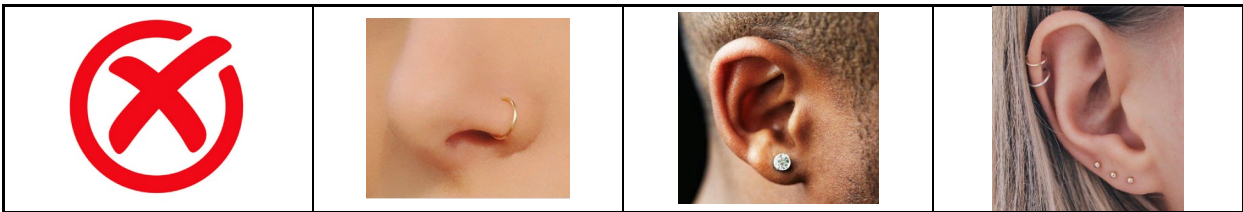
Haircuts/Styles

As a school we promote traditional uniform and therefore traditional hair styles. Any student with hair style deemed unacceptable by the Principal, will be required to change it. Extremes of any style are not permitted; therefore, hair colourings should only be **natural**, and **lines or patterns** cut into hair are **not permitted** (this includes eyebrows). **Full or partially shaved hair is not appropriate for school (therefore bald/skin fades are not permitted).**



Piercings

If students have pierced ears, **one small plain (up 4mm) piercing** may be worn in each ear lobe. No other facial or body piercings are permitted – **including the use of clear piercings**. Coloured stones and gems as well as looped earrings are not permitted. For health and safety reasons, students will be expected to remove piercings for PE, so will need to consider this when planning to get their ears pierced.



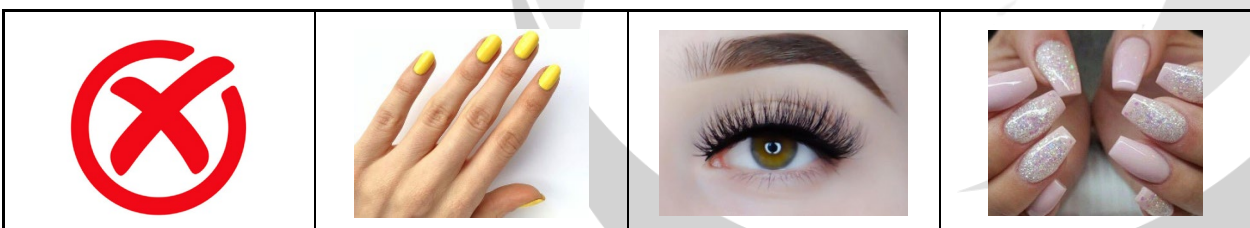
Jewellery

No other jewellery (to include bracelets, chains, rings, and necklaces) is allowed and will be **confiscated if worn**. They will be kept at main school reception in line with the school's Screening, Searching and Confiscation Policy



Make up and nails

Make-up must be discreet and natural looking. If make-up is deemed to be excessive, then students will be told to remove it. False eyelashes are not allowed and will need removing immediately. False, varnished, acrylic, gel or shellac nails are not allowed and will need removing immediately. Tattoos (permanent or semi-permanent) are not permitted.



11. Uniform Standards

Ensuring that the correct standards of uniform are adhered to is not always the easiest of tasks due to so many retail outlets offering such variation in the products that they provide. Retailers will often display stock as ‘school wear’ or ‘back to school wear’, but this does not necessarily mean that it meets the standards set out by Hagley Catholic High School. If parent(s)/carer(s) are unsure on any area of school uniform, then we encourage them to get in touch with school through the main switchboard. We will be more than happy to support with any query.

As a school community, we believe in fairness and consistency, so will always set the required standards against the expectations outlined within this policy. When challenged on uniform standards, students will often refer to what they perceive other students are wearing. This is never an acceptable excuse for not following the school rules and it will be reiterated that all students will be challenged if their uniform doesn’t meet the expected standards. The following simply references both positive and negative examples of specific variations associated with certain items of the Hagley Catholic High School uniform.

Skirts

A reminder that the school skirt is a grey and navy, David Luke checked stitched down knife pleat skirt (Product code: 983-GREYNAV).

To create the professional working environment that we aspire to at Hagley Catholic High School, it is imperative that the school skirt is **always worn to knee length**. Students who don’t follow this requirement, will be challenged, with the expectation of immediate change. **The skirt must not be rolled up at the waist at any point. Students who persistently roll their skirt up will face sanctions in line with Hagley Catholic High Schools Behaviour for Learning policy.**

	
	<p>Any other skirts except the grey and navy David Luke checked stitched down knife pleat skirt shown above are <u>NOT PERMITTED</u>.</p> <p>Plain navy blue or black opaque tights must be worn with the school skirt. No socks are to be worn over tights at any time.</p> <p>ONLY IF AUTHORISED by the Principal, knee <u>high dark grey socks</u> (not black and no bows) can be worn with the school skirt in <u>extreme heat</u>. However, students who persistently roll the skirt up, will be required to continue wearing tights.</p>

Girls Trousers

Girls Trousers must be mid-grey, tailored and full length. They must be worn with school standard shoes.

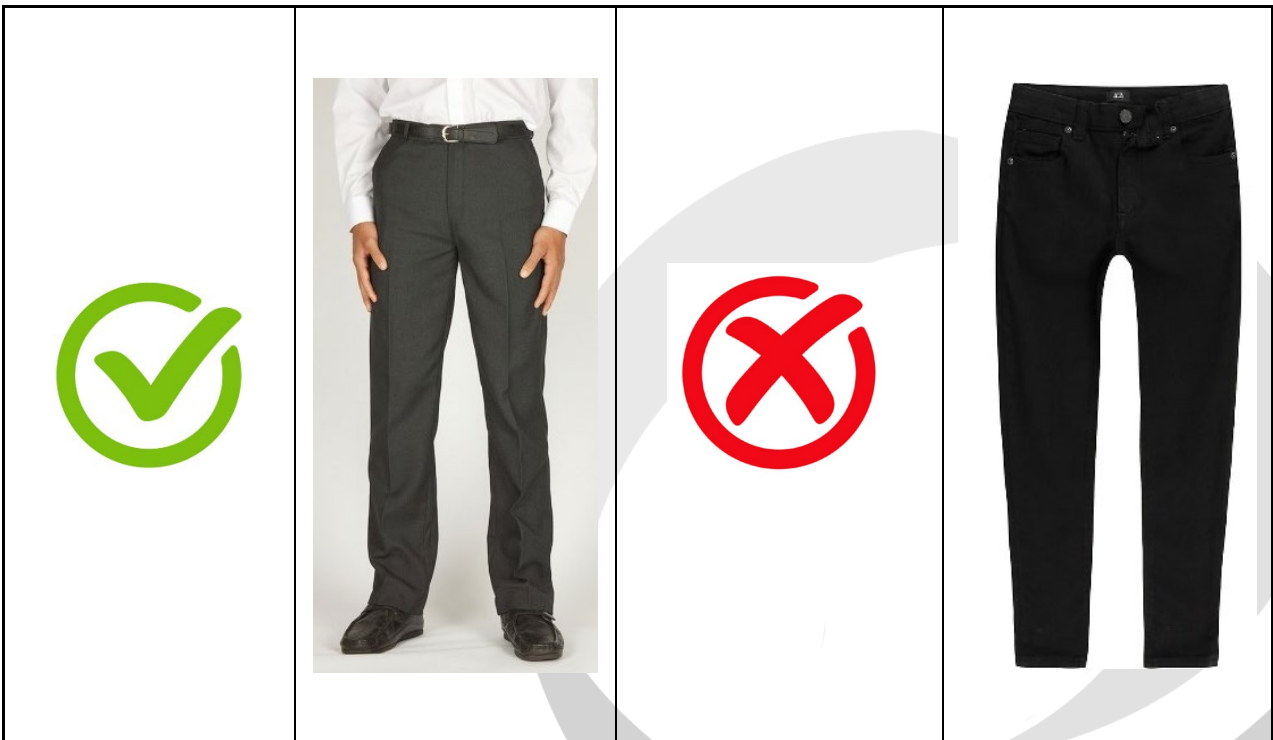
The trousers **MUST NOT** be Lycra or skin-tight (to include leggings). Any additional colours or styles are not permitted and will be required to be changed immediately.



Boys Trousers

Boys trousers must be plain mid to dark grey, full-length tailored trousers.

Boys' trousers **MUST NOT** be jeans or chinos or black in colour.



Girls Shoes

Formal plain black low-heeled shoes only.



Fashion shoes; boots; trainers; plimsolls; heeled shoes or sandals are **NOT** permitted and will be challenged and required to be changed. **Nike air force 1 and Converse all-star** are 2 examples of footwear that are not acceptable and will not be permitted as footwear used in school.



Boys Shoes

To uphold our professional standards, smart formal black lace up or slip-on shoes are required to be worn by all boys.



Heavy boots; trainers; canvas pumps/plimsolls or sport brands are **NOT** permitted. Certain sports brands are advertising some footwear in their ranges as school shoes, but do not meet our standards for formal smart shoes. **Nike air force 1 and Converse all-star are 2 examples of footwear that are not acceptable and will not be permitted as footwear used in school.**

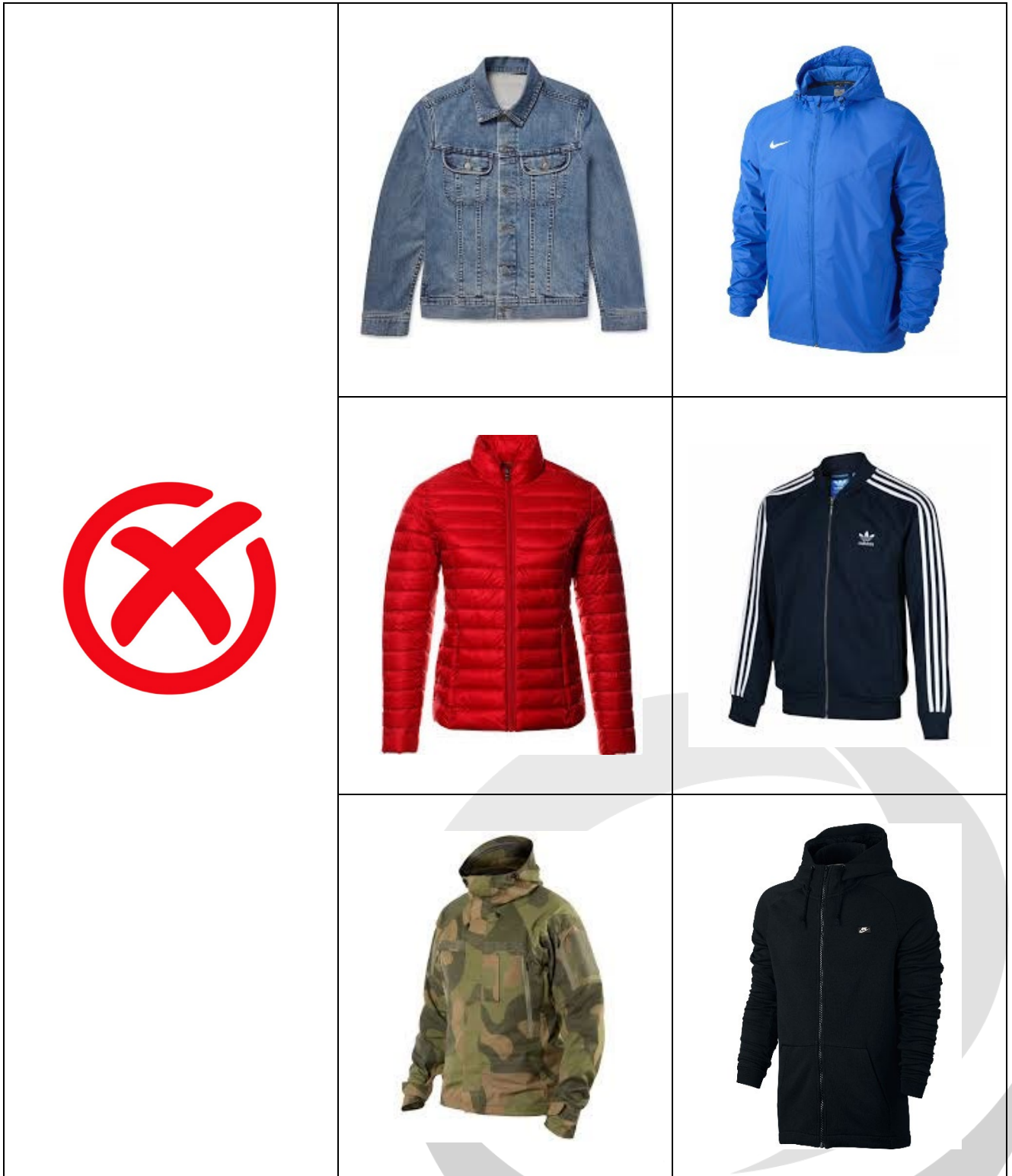


Outerwear – Coats

Any coat or outerwear must be a **plain** dark colour with **no colour deviations** – preferably navy or black.

Denim, combat, or striped sports coats and or jackets are not permitted. Under no circumstances are 'hoodies' to be worn either over or under the school blazer.

All hoods attached to coats, **MUST** be taken down when moving around the school site unless while outdoors in rain.



Miscellaneous

Plain navy blue or black opaque **tights** (definitely not leggings) are to be worn in addition to the wearing of the school skirt. No socks are to be worn over the tights. **Wearing of black sport branded quarter socks over tights is strictly forbidden.**

Boys are not to wear **white socks** as part of their uniform. Socks must always be changed for and after PE lessons. Students who choose to wear a belt, must only wear a plain black one, with no studs or additional fashion accessories.

Hats, scarves, and gloves should preferably be in keeping with the school uniform colours, so should be either school specific (scarf) or darker colours. No football or sports team scarves are to be worn. Hats/scarves and gloves must be removed when entering the school building. ‘Pimple plasters’ are also not to be used on student faces.

Under no circumstances are balaclavas or snoods to be worn.



PE Kit

The PE department request that all items of kit are **labelled** with the student’s full name. Items such as football boots, shin pads, leggings etc. do not have to be a specified brand and can be purchased from most sports shops.

Sanctions

As already mentioned in this policy, students can expect to be sanctioned in line with the schools Behaviour for Learning Policy, if they fail to meet the standards of uniform expected at Hagley Catholic High School.

12. Links to other policies

This policy is linked to our:

- Behaviour for Learning Policy
- Praise and Rewards Policy
- Anti-bullying Policy
- Screening, Searching and Confiscation Policy
- Complaints Policy

