

School Uniform Policy

Name of Unit/Premises/Centre/School	The Toynbee School
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Governors' Sub-Committee	Welfare & Guidance
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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.
- 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; this is to be agreed by the SENCO and/or a member of the Senior Leadership Team
- Allow for reasonable adaptations to our policy on the grounds of equality Requests will be considered on a case-by-case basis and in line with guidance from the Department for Education: <https://www.gov.uk/government/publications/school-uniform/school-uniforms#human-rights-equality-and-discrimination-considerations>

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
- Enables parents or carers to be able to purchase items that are the best value for money

We will do this by:

- Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of 4 or fewer, with one item being a tie
- Limiting items with distinctive characteristics where possible, for example, by only asking that one item (either the school blazer or the school sweatshirt) features the school logo
- Considering cheaper alternatives to compulsory branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- Avoiding specific requirements for items such as coats, bags and shoes/trainers that pupils could also wear on non-school days.
- Avoiding different uniform requirements for different year/class/house groups and avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama; if specific items are required for participation in extra-curricular activities, these will be provided by the school. This includes 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
- Avoiding frequent changes to uniform specifications, and minimising the financial impact on parents/carers of any changes
- Providing clear examples of uniform specifications to support with the purchasing process
- 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
- Avoiding single-supplier contracts, to make 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 our school community

4.1 Pupils

Pupils are expected to wear the correct uniform at all times, as specified in the Toynbee School Uniform Guide - 2026 (Appendix 1) 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)

4.2 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 Guidance Manager, via admin@toynbee.hants.sch.uk 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.

4.3 Staff

Staff will closely monitor pupils to make sure they are in correct uniform. Staff will give any pupils and families breaching the uniform policy the opportunity to comply, and will follow up further breaches of our uniform policy in line with the school's behaviour policy.

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, in line with the statutory [guidance](#).

4.4 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 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 any contracts at least every 5 years.

5. Monitoring arrangements

This policy will be reviewed in full by the Governing Body on at least an annual basis.

6. Links to other policies

This policy is linked to our:

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

7. Appendix

- Toynbee School Uniform Guide - 2026