

School Uniform Policy

Northern Counties School

Policy Name: School Uniform Policy Northern Counties School	Issue Date: May 2026	Version No: 4
Status: Approved	Next Review Date: May 2027	Page 1 of 7

Policy Control/Monitoring

Approved by: (Position in Organisation)	Headteacher NCS
Date (dd/mm/yyyy):	21 May 2026
Accountability: (Position in Organisation)	Deputy Headteacher NCS
Revision Cycle:	Annual
Brief details of amendments made	Equality Impact Assessment – assessed

Equality Impact Assessment

The Foundation’s commitment is to create a positive culture of respect for all staff and service users and to identify, remove or minimise risks of unlawful discrimination and disadvantage in its policies, functions and activities. As part of its development this document has been assessed in line with The Foundation’s equality impact assessment procedure.

Version Control Tracker

Version Number	Date
V1	March 2023
V2	April 2024
V3	March 2025
V4	May 2026

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1. Introduction

This policy sets out Northern Counties School's approach to school uniform, ensuring that it is **inclusive, affordable, practical, and respectful of individual needs and identities**.

The school recognises that uniform requirements can present **barriers for some pupils**, including those with disabilities, sensory needs, financial disadvantage, or cultural and religious requirements.

This policy is designed to ensure that all pupils can:

- Access education without disadvantage
- Feel comfortable, safe, and included
- Express their identity appropriately within a shared school framework

All aspects of this policy have been developed in line with the Equality Act 2010.

2. Purpose

This policy aims to:

- Provide a clear, inclusive framework for school uniform expectations
- Ensure that uniform requirements are **fair, reasonable, and do not disadvantage any group**
- Promote equality of opportunity by removing barriers related to cost, identity, or need
- Ensure consistency in implementation while allowing **flexibility where required**

The school is committed to ensuring that uniform expectations do not disproportionately impact any pupil and that **reasonable adjustments are made proactively and sensitively**.

3. The Scope

This policy applies to all pupils and staff at Northern Counties School and covers all aspects of uniform expectations.

Implementation of this policy will ensure:

- **Equitable access** for all pupils, including those with additional needs

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- Adjustments are made for pupils with:
 - Disabilities (including sensory processing needs)
 - Medical conditions
 - Religious or cultural requirements
 - Gender identity or expression needs
- No pupil is excluded or disadvantaged due to inability to meet uniform expectations

The school will take proactive steps to ensure that all pupils are supported to meet uniform expectations in ways that are **appropriate to their individual circumstances**.

4. Definitions

For this policy:

- **Equality:** Ensuring all pupils have fair access to education and opportunities, with adjustments made where necessary
- **Inclusion:** Removing barriers so that all pupils can participate fully in school life
- **Reasonable Adjustment:** A change made to remove or reduce a disadvantage experienced by a pupil with a protected characteristic
- **Protected Characteristics:** As defined in the Equality Act 2010
- **Uniform Compliance:** Meeting expectations in a way that considers individual needs and circumstances

5. Principles

Legal Duties and Equality Commitments

The school will meet its duties under the Equality Act 2010 by ensuring that uniform expectations:

- Do not discriminate directly or indirectly
- Allow flexibility to meet individual needs
- Promote dignity, safety, and inclusion

To achieve this, the school will:

- Maintain a **gender-neutral approach** to uniforms to support equality and inclusion

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- Allow pupils to dress in a way that reflects their **gender identity and personal comfort**
- Support religious and cultural expression through permitted adaptations
- Provide **reasonable adjustments for pupils with medical, physical, or sensory needs**
- Ensure that all decisions relating to uniforms are **fair, transparent, and consistent**

All requests for adaptation will be handled **sensitively, promptly, and without unnecessary barriers**.

Cost and Financial Equality

The school recognises the impact of financial hardship and ensures that:

- Uniform is **affordable and represents value for money**
- Requirements do not place unnecessary financial burden on families
- Branded items are kept to a minimum
- Second-hand uniform and alternative arrangements are available
- Financial concerns are handled discreetly and supportively

No pupil will be disadvantaged, excluded, or sanctioned due to financial constraints.

Uniform Expectations

The school uniform is designed to be:

- Practical and comfortable
- Accessible to all pupils
- Adaptable to individual needs

All pupils are expected to follow the uniform guidelines; however:

- Adjustments will be made where required
- Flexibility will be applied where there are legitimate needs
- Enforcement will always take account of **individual circumstances**

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Expectations for the School Community

Pupils

Pupils are expected to follow uniform expectations with support from the school. They will be:

- Encouraged to express concerns about the uniform
- Supported where adjustments are needed
- Treated fairly and respectfully at all times

Parents and Carers

Parents and carers are expected to support the policy and are encouraged to:

- Raise any concerns about the uniform at the earliest opportunity
- Request adjustments where needed

The school will ensure that:

- Processes for requesting changes are **accessible, supportive, and clearly communicated**
- No family faces barriers in engaging with the school

Staff

Staff will:

- Apply the policy consistently and fairly
- Take a **supportive, non-punitive approach** to non-compliance
- Consider equality, safeguarding, and well-being in all decisions
- Receive guidance and training to ensure awareness of equality responsibilities

Governors

The governing board will:

- Monitor the equality impact of this policy
- Review data on uniform compliance and adaptations
- Ensure that no group is disproportionately affected
- Hold leaders accountable for inclusive implementation

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6. Monitoring and Compliance

The school will monitor the impact of this policy by:

- Recording and reviewing:
 - Requests for uniform adjustments
 - Incidents of non-compliance
 - Any patterns relating to pupil groups
- Analysing data to identify potential inequalities
- Seeking feedback from pupils, families, and staff

The Deputy Headteacher will oversee compliance and report findings to the Headteacher and governing body.

The policy will be reviewed annually, with a specific focus on its **equality impact and effectiveness**.

7. Associated Policies and References

This policy is linked to:

- Equality and Diversity Policy
- SEND Policy
- Behaviour Policy
- Anti-Bullying Policy
- Safeguarding Policy
- Complaints Policy

Together, these policies ensure a consistent and coordinated approach to **equality, inclusion, and pupil wellbeing**.

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