MOSAIC LEARNING TRUST
Raising Aspirations, Empowering Futures

SCHOOL UNIFORM POLICY

SOUTHLANDS HIGH SCHOOL

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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

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 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 protects individuals from discrimination on the basis of protected characteristics, including age, disability, race, religion or belief, sex, pregnancy and maternity, and gender reassignment. In developing and implementing this uniform policy, the school aims to ensure that all students are treated fairly, with dignity and respect, whilst maintaining high standards and a consistent approach. To support this, the school will:

- Ensure that uniform requirements do not unlawfully discriminate against any student with a protected characteristic.
- Ensure that uniform costs are applied consistently and fairly for all students.
- Allow all students to have long hair, although the school reserves the right to require hair to be tied back where this is necessary for health, safety or learning activities.
- Allow students to wear hairstyles that are appropriate for school and do not present a health and safety risk.
- Consider requests for adaptations to swimwear on religious, cultural, medical or other equality-related grounds.
- Permit the wearing of headscarves and other religious garments where appropriate.
- Make reasonable adjustments to uniform requirements for students with disabilities, sensory needs or medical conditions where required under the Equality Act 2010.
- Consider requests for reasonable adjustments to the uniform policy on a case-by-case basis, taking account of the individual circumstances of the student and the school's legal obligations.

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 on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have to have a school logo or a unique fabric/colour/design) cannot be purchased from a wide range of retailers and that requiring many such items limits parents' ability to 'shop around' for a low price.

We will make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents/carers

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- Avoiding specific requirements for items students could wear on non-school days, such as coats, bags and shoes
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities

- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Carefully considering any complaints about the policy

4. Expectations For School Uniform

4.1. Our School Uniform Years 7 - 11

Girls (* required items)

- Navy blazer with Southlands' School logo*
- Navy jumper (optional)
- Southlands' School Tie*
- White shirt
- Black or Navy (non-stretch) trousers or Pleated Kilt-Skirt (knee length)
- Black or Navy opaque tights or navy knee plain socks, no ribbons/bows (worn with a skirt)
- Black or Navy ankle socks (worn with trousers)
- Plain, dark coloured coat
- School bag

Boys (* required items)

- Navy blazer with Southlands' School logo*
- Navy jumper (optional)
- Southlands' School Tie*
- White shirt
- Black or Navy trousers
- Black or Navy ankle socks
- Plain, dark coloured coat
- School bag

Shoes should be formal all black leather-style. No trainers or shoes such as VANS, Converse, Reebok, or similar. No shoes with coloured stripes, logos or soles

Students can wear a watch, but this must not be a Smart Watch; no other jewellery is permitted.

If parents or carers need support with purchasing uniform, please contact your child's relevant Key Stage Lead via the main office.

4.2. Appearance

All students are expected to wear their uniform in accordance with the policy. Furthermore, hair should be of a natural colour and not presented in a manner that is likely to distract from learning or draw undue attention. Hair dyed in bright or unnatural colours (e.g. blue, green, pink, purple, orange or multi-coloured designs). Patterns, logos, words or shapes shaved into the hair or eyebrows. Mohicans, excessively high spikes or similar exaggerated styles. Hair extensions, accessories or adornments that are excessive or likely to cause a health and safety concern.

Skirts are to be worn at standard length which is the knee. Make up should be of a natural state. False eyelashes and nails are not permitted.

Breach of the policy will be dealt with in accordance with the behaviour policy.

4.3. Expectations for PE (* required items)

Boys: ¼ zip Southlands long sleeved top*. Plain Royal Blue PE Top. Plain Navy Blue PE Shorts. Plain Blue PE Socks, Trainers.

Girls: ¼ zip Southlands long sleeved top*. Plain Royal Blue PE Top. Plain Navy Blue PE Shorts or Plain Blue or Black Leggings, Plain Blue PE Socks, Trainers.

4.4. Where to purchase it

To support affordability and choice, parents/carers may obtain school uniform from the approved uniform shop Nu Uniforms, Market Street, Chorley, or they can purchase suitable non-branded alternatives from high street retailers.

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 the school 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 are also expected to contact the school 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 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 parents to arrive at a mutually acceptable outcome.

5.3. Staff

Staff will closely monitor pupils 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 headteacher if the situation does not improve.