



**Kings Langley School**

Unlocking Potential for Life

# School Uniform Policy

Date Agreed – September 2025

Review Date – September 2026



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## Rationale

This policy exists to provide a framework for supporting our stated aim of “ensuring the happiness of every individual in our community” and to promote a climate which enables all students to flourish, regardless of ability, personal circumstances or special needs, and supports our desired outcomes of developing "strong character".

## Character Development: Commitment to Equality and Diversity

This school is founded on a set of fundamental values designed to enable all students and adults connected with our community to flourish and succeed, regardless of background or circumstances. We are determined to be open to people, places, methods and ideas—and as such, equality and diversity are at the heart of everything we do. Our continued dedication to social justice and equality of opportunity is embodied in everything we do.

We are creating an **inclusive** school community where:

- People are treated with dignity and respect.
- Inequalities are challenged.
- We anticipate, and respond positively to, different needs and circumstances so that everyone can achieve their potential.
- We value diversity and we recognise that different people bring different perspectives, ideas, knowledge and culture, and that this difference brings great strength.
- We believe that discrimination or exclusion based on individual characteristics and circumstances, such as age; disability; caring or dependency responsibilities; gender or gender identity; marriage and civil partnership status; political opinion; pregnancy and maternity; race, colour, caste, nationality, ethnic or national origin; religion or belief; sexual orientation; socio-economic background; trade union membership status or other distinctions, represents a waste of talent and a denial of opportunity for self-fulfilment.
- We recognise that patterns of under achievement at any level and differences in outcomes can be challenged through positive intervention activities designed to bridge gaps.
- We respect the rights of individuals, including the right to hold different views and beliefs. We will not allow these differences to be manifested in a way that is hostile or degrading to others.
- We expect commitment and involvement from all our staff, students, partners and providers of goods and services in working towards the achievement of our vision.



## 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 prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing uniform items based on sex, to give all students the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender.
- Make sure that our uniform costs the same for all students.
- Allow all students to have long hair (though we reserve the right to ask for this to be tied back).
- Allow all students to style their hair in the way that is appropriate for school yet makes them feel most comfortable.
- Allow students to wear headscarves and other religious or cultural symbols.
- Allow for adaptations to our policy on the grounds of equality by asking students or their parents to get in touch with Mrs L Harris, Principal Assistant Headteacher, harrisl@kls.herts.sch.uk who can answer questions about the policy and respond to any requests.

## 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 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 or long-lasting items, such as ties.
- Considering cheaper alternatives to school-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 students could wear on non-school days, such as coats 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 or making optional different uniform requirements for extra-curricular activities.
- Considering alternative methods for signalling differences in groups for inter-school 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.
- Consulting with parents and students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

#### **4. Expectations for school uniform**

##### **4.1 Our school's uniform**

Students must follow the uniform code at all times when on the school site. This applies throughout the day, including before and after the school day.

Consideration will be given to students that cannot wear certain items for Learning Support or medical reasons, provided a professional medical letter is provided.

Students arriving on site without the correct uniform will be issued with uniform they may borrow for the day, and a sanction will be applied which is consistent with our behaviour policy.

Blazers may be removed in lessons at the teachers discretion and whilst participating in an organised break/lunch activity. During warmer weather blazers may be taken off in the school building once a general notice of permission is given by the Headteacher.

Hoodies are not to be worn on site, they will be confiscated immediately.

No jewellery is to be worn except a small stud which is acceptable one per ear. One watch. All other forms of body piercing are not allowed and must be removed. This includes all facial piercings and stretch piercing of the ear lobe. **For safety reasons rings are not permitted.**

The school rucksack/backpack is the only type of bag students may use at school. **Backpacks are a better option than shoulder or messenger bags for carrying books and supplies.** This is because the weight of the pack is evenly distributed across your body. The strongest muscles in the body are the back and the abdominal muscles which support the pack.



Students with haircuts that include razor patterns or brightly dyed hair may be placed into the inclusion room at the discretion of the Headteacher. If hair is dyed, it must be one natural colour.

Long hair must be tied up during certain activities for health and safety reasons e.g. sports lessons. Any hair accessories must be plain black or school maroon. Short hair cuts should be smart and suitable for school.

Students wearing overtly obvious make-up will be asked to remove it at the discretion of the pastoral team and senior leadership team. **Nail polish and fake nails are not allowed, this includes gels and acrylics.**

No head gear is to be worn except those required for religious or cultural reasons, such as Hijab for girls or turbans for boys or due to medical reasons, which should be in school colours.







Inappropriate articles will be removed or confiscated including:

- Hoodies or non-school jumpers
- Visible mobile phones and other electronic devices
- Any item deemed to be a weapon
- Laser pens
- Aerosols or sprays
- Any item the staff feel is not appropriate for school use






Please note that the school provides support for the purchasing of school uniform items for some families who may need support.

The Headteacher's decision on all uniform matters is final.










School Uniform		
Item	Description	Example
Blazer	To be worn at all times unless permission has been given by staff to remove it.	
Shirt	Top button done up. Tucked into trousers or skirt at all times.	
Jumper (optional)	Black plain v neck	
Tie or clip on tie	Knot to be pulled tight covering the top button of the shirt. Tie must be worn no shorter than your waistline.	
Skirt	Black pleated knee length school skirt. Skirts must be properly fastened and not rolled up.	
Trousers	Black tailored fit and not tight fitting. Worn around the waist at full length not cropped or tucked into socks. No cargo trousers.	








Shoes	To be worn at all times. They must be black, flat, leather shoes that can be polished with black stitching and black laces. No trainers or canvas shoes.	
Socks/Tights	Ankle socks plain black. No knee high socks. Tights should be plain black or natural.	
Headscarf (where required)	Must be plain black or school maroon.	
Coat	No coat to be worn over or under the school blazer inside the building. Hoodies must not be worn.	
Scarves, gloves and hats	Not to be worn inside the building. No baseball caps or bandanas.	





KLS Branded School Rucksack	Key Stage 3 & 4 students, are to use a school rucksack. A small badge or keyring maybe used for identification.	
<b>PE KIT</b>		
Unisex Polo Shirt	Maroon and black KLS branded polo top.	
Shorts	Black with maroon piping and KLS branding.	
Skort	Skirt with attached shorts. Black with maroon trim. To be worn at full length.	
Socks	Knee high, plain black.	
Trainers with laces	Any appropriate style	
Football boots, shin pads and mouthguard	Round plastic-studded footwear only.	Use round plastic-studded footwear only (no metal studs) 



Rain jacket (Optional)	Maroon and black worn in the winter over PE kit.	
Sports leggings	Plain black sports leggings. or Black with KLS branding worn in winter (optional).	
Tracksuit trousers (Optional)	Plain black tracksuit trousers or black with maroon piping worn in the winter over PE kit.	
Thermal base layer (Optional)	Plain black upper and lower body.	
Hoodie (Optional)	Maroon and black, can only be worn for extra-curricular activities and not in specific lessons.	



## **4.2 Where to purchase uniform**

Beat School Uniforms is the uniform supplier for Kings Langley School. To place an order, visit [www.beatschooluniforms.co.uk](http://www.beatschooluniforms.co.uk)

Although this is our approved supplier, some items of uniform are available from well-known retailers.

Pre-loved school uniform may be purchased from our Parent-Teacher Association, FoKLS. They hold pre-loved uniform sales throughout the year and dates can be found on the school calendar.

## **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 L Harris, Principal Assistant Headteacher, 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 Mrs L Harris, Principal Assistant Headteacher, 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 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 Deputy Headteacher, Mr G Searle if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by using the school's 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.

### **5.4 Governors**

The Governing Body 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 and students.
- Offers a uniform that is appropriate, practical and safe for all students.

The Governors 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 reviewing the supplier at least every 5 years.

### **6. Monitoring arrangements**

This policy will be reviewed annually by Diane Bell, Deputy Head (School Manager). At every review, it will be approved by the Audit and Risk, and Resources Committee.

### **7. Other related policies**

**This policy is linked to our:**

- Behaviour Policy
- Equality Scheme
- Anti-bullying Policy
- Complaints Policy