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# THE LATYMER SCHOOL

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Founded 1624

## UNIFORM POLICY

### STATUTORY

Policy adopted by	Chair's Action, December 2025
Policy circulated to	Full Governors' Meeting, March 2026
Policy review by	December 2026

# **The Latymer School**

## **Uniform Policy**

### **1. Introduction**

Our school uniform fosters a sense of identity, pride and equality. While uniform is not legally compulsory, we choose to implement one to support a safe, calm learning environment.

### **2. Key Principles**

This policy complies with the Human Rights Act 1998, Equality Act 2010 and government guidance on affordable school uniform. It respects the needs of all pupils, including those with SEND, and avoids placing families under financial pressure. Our uniform policy strives to be:

- Inclusive and affordable
- Suitable for all pupils
- Respectful of cultural and religious expression
- Supportive of full participation in school life, including PE
- Consistent with the school's Behaviour Policy
- Designed to minimise unnecessary branded items

Second-hand uniform is available, and the school will support families facing financial hardship.

#### **2.1 Compliance with the Human Rights Act 1998**

Under the Human Rights Act, the school must respect pupils' rights relating to religion, cultural identity, privacy, dignity and freedom of expression.

This Uniform Policy supports those rights in the following ways:

##### **2.1.1 Freedom of thought, conscience and religion (Article 9):**

Pupils may wear religious hair coverings such as headscarves, which may be blue or black. Religious garments linked to faith practice are permitted, provided they are safe and appropriate for the school environment.

##### **2.1.2 Right to respect for private and family life (Article 8):**

Reasonable adaptations are available for pupils with SEND, sensory needs, medical needs or other personal circumstances. Parents/carers may request adjustments at any time, and each request will be considered sensitively and individually.

### **2.1.3 Right to education (Protocol 1, Article 2):**

The uniform rules are designed to ensure that no pupil is prevented from accessing education because of inability to meet specific uniform requirements. The school avoids using uniform as a barrier to participation and works with families to resolve issues without punitive consequences.

### **2.1.4 Protection from discrimination (Article 14):**

The uniform expectations are applied consistently to all pupils, and no child will be treated less favourably on the basis of their background, identity or circumstances.

## **2.2 Compliance with the Equality Act 2010**

The Equality Act protects individuals from discrimination based on the following **protected characteristics**: sex, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy and maternity, age, and marriage/civil partnership.

To meet these duties, the school ensures that the Uniform Policy:

### **2.2.1 Prevents discrimination**

The school actively avoids direct or indirect discrimination by:

- **Using gender-neutral language** wherever possible and ensuring that uniform items can be worn by any pupil.
- **Ensuring hairstyle expectations do not discriminate**, particularly in relation to race, religion, gender or SEND.  
The school follows **The Halo Code**, which protects and welcomes natural Black hair and protective styles.
- **Permitting religious expression**, such as headscarves and modesty adaptations, provided they are within colour guidelines.
- **Allowing reasonable adjustments** for pupils with disabilities, sensory sensitivities, or long-term medical needs.
- **Ensuring no pupil is penalised** because they cannot afford particular uniform items.

### **2.2.2 Supports equality for pupils with SEND or medical needs**

The school will make reasonable adaptations for:

- Sensory sensitivities
- Physical disabilities
- Medical requirements
- Emotional needs linked to uniform discomfort or distress

Parents/carers can discuss adjustments with the relevant Head of Learning or pastoral lead. Each case will be reviewed individually.

### 2.2.3 Avoids discrimination based on gender or gender reassignment

Pupils may wear any of the standard uniform options (e.g., trousers or skirts) based on comfort, identity, and preference.

The policy avoids assumptions about gender roles or presentation.

### 3. Ensuring Affordability and Limiting Cost (Statutory Duty)

In line with statutory DfE guidance on affordable school uniform, the school ensures that uniform **does not place an unreasonable financial burden on families**.

The school does this by:

- **Keeping branded items to a minimum**, and meeting the government requirement to further limit branded items from **September 2026**.
- **Ensuring most items can be purchased from multiple retailers**, not solely from specialist suppliers.
- **Providing a second-hand uniform service** to reduce costs and promote sustainability.
- **Avoiding specific or expensive requirements** for non-uniform days, school trips or extra-curricular activities.
- **Maintaining stable uniform expectations**, avoiding frequent changes and giving long notice periods before any updates.
- **Consulting parents/carers and pupils** before making significant changes to the uniform.
- **Ensuring price parity**—uniform requirements do not differ in cost based on gender or body type.
- **Offering support to families** who may struggle with uniform costs, including referrals to financial assistance where appropriate.

### 3. Uniform Expectations

UNIFORM	
<b>BLAZER</b>	Optional. If worn must be plain navy with the school badge.
<b>SHOES</b>	Plain black leather or imitation leather, low-heeled school shoes. Except for the underneath of the sole all parts of the shoe/boot must be entirely black and have a maximum heel height of 3cm. Steel-tipped or narrow heels are not allowed as these damage the wooden floors. <b>Canvas shoes, plimsolls, trainer like shoes (flat soled), ankle boots, heavy working or walking boots or high-heeled shoes (maximum heel height of 3cm) are not permitted.</b>
<b>TIGHTS</b>	Navy or black, plain, single colour tights may be worn all-year-round. <b>Decorative ankle socks are not to be worn on top of other socks or tights.</b>
<b>SOCKS</b>	Knee-high socks: navy, or black (plain). Ankle socks: Navy, grey or black (plain) <b>Socks are not permitted to be worn above the knee and are not permitted to be worn over tights.</b>
<b>SKIRT</b>	A plain navy, pleat style skirt worn at a sensible length which reflects the working environment. A skirt with a 24 or 26 inch waist should have a minimum skirt length of 20 inches and a skirt with a 28 inch waist or more should have a minimum skirt length of 22 inches. <b>Short skirts are not allowed. If the school feels a skirt is not an appropriate length, parents will be contacted and asked to replace with longer skirt or school trousers. Please allow for potential growth when purchasing these items.</b>
<b>TROUSERS</b>	Plain charcoal grey 'Classic' style as available at school outfitters. Plain navy (full length, straight cut), available from Lyons and Smiths may be worn all-year-round. <b>Other styles (skinny/drainpipe) are not permitted.</b>
<b>BELT</b>	These should be black. No coloured belts allowed.
<b>SHIRT</b>	Plain white school shirt with regular collar. Long or short sleeves are permitted. The shirt should be worn tucked in. Shirts with long sleeves should not be rolled up (short sleeve shirts are permitted). <b>Shirts should be tucked in throughout the school day and on the way to and from school.</b>
<b>TIE</b>	Latymer striped tie knotted up to the neck. The tie knot should cover the top button of the shirt.
<b>JUMPER</b>	Plain navy, V-neck jumper with the school badge. <b>No other jumper, hoodie or sweatshirt is permitted.</b>
<b>HAIR</b>	No extreme styles (consult with your child's Head of Learning for clarification). Dyeing hair to unnatural colours (pink/green/blue or excessively bright colours etc) is not acceptable in Y7-11. The school have adopted The Halo Code.
<b>RIBBONS/ SLIDES</b>	Navy or black. Metal slides are allowed
<b>JEWELLERY</b>	Students with pierced ears are permitted to wear one small stud in the lower lobe of each ear (gold or silver).

	<b>No other jewellery (facial or decorative) is allowed in Years 7 - 11. Students are not allowed to cover these up with plasters.</b>
<b>LABORATORY OVERALL</b>	Navy blue (must be button through).
<b>MAKE-UP</b>	Subtle make-up (minimal). Coloured nail varnish is not permitted.
<b>HEADSCARVES</b>	These are allowed for religious reasons but should be blue or black. Ties worn underneath.
<b>OUTDOOR UNIFORM</b>	
<b>FOOTWEAR</b>	The uniform shoes should be worn on the way to and from school. <b>Trainers must not be worn on the journey to and from school.</b>
<b>COATS</b>	There is no restriction on the outdoor coat. We advise against the wearing of expensive coats. <b>Coats must not be worn or carried around school but should be stored either in lockers or in bags.</b> <b>Hoodies, sweatshirts and jumpers (with the exception of the plain navy, V-neck jumper or the School Jumper) should not be worn in place of a coat and as such are not allowed to be worn on the school premises during the school day.</b>
<b>LANYARD</b>	Students are expected to always wear their student lanyard. This is part of their school uniform.
<b>SIXTH FORM</b>	Sixth form students are not required to wear school uniform, but they must dress in a manner that is appropriate for a school environment. Clothing that could reasonably be considered inappropriate, political or offensive is not permitted. Students wearing unsuitable attire will be asked to change.

#### 4. Outdoor Wear

- No restriction on coat style/colour, but expensive coats discouraged
- Coats must **not** be worn or carried around the school during the day; store in lockers or bags
- Hoodies, sweatshirts and non-school jumpers are **not permitted** on school premises during the day
- **School shoes** must be worn to and from school
- Trainers are not permitted on the journey

## 5. PE Kit

Our PE kit is designed to support comfort, dignity and full participation for all pupils, including those with SEND requirements and religious or cultural needs. We recognise that some pupils may require adaptations to ensure they feel comfortable and appropriately dressed during physical activity.


### Adaptations for Modesty and Faith Requirements

In line with our commitment to inclusion, pupils may wear suitable modesty adaptations where required for faith or cultural reasons. These may include:


- **Long-sleeved sports tops** (in school colours and made from breathable, sports-appropriate fabric)
- **Full-length sports leggings or tracksuit bottoms** (in school colours and suitable for physical activity)

Pupils and families who require these adaptations are welcome to discuss options with the school to ensure that any additional items remain safe, practical and appropriate for PE lessons.


PE KIT	
Sky blue/navy polo top	

<p><b>Black shorts/skort</b></p> <p><i>Pupils must buy either shorts/skort, but school policy will allow for plain black shorts/skort with one simple brand logo on (no stripes or patterns etc.).</i></p>	
<p><b>Black football Boots</b></p> <p><i>Must be majority black with only a small amount of colour on</i></p>	
<p><b>Blue long striped socks</b></p> <p><i>White sports socks to cover the ankle and provide additional support when taking part in physical activity. These are sometimes referred to as crew socks.</i></p>	

The following items are optional, and we leave the purchase of these items to the discretion of the parents:

<p><b>Black/White Training Top</b></p> <p><i>This will include a Latymer Badge and student name as compulsory.</i></p>	
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<b>Black/white training pants/trousers (No logo or name)</b>	
<b>Black Leggings (No logo or name)</b> <i>School policy will allow for plain black version with one simple brand logo on (no stripes or patterns etc.). Leggings are to be worn underneath black shorts and not as an item on their own. Pupils wishing to wear leggings will also need a pair of black shorts for participating in sport.</i>	
<b>Black Base Layer (No logo or name)</b> <i>School policy will allow for plain black version with one simple brand logo on chest.</i>	

All of the above items can be purchased from the outfitters mentioned below:

**Smiths Schoolwear**

155-157 Lancaster Road, Enfield, EN2 0JN

25 Station Parade, Cockfosters, EN4 0DW

Tel - 0208 363 2424 Email - [sales@smithsschoolwear.co.uk](mailto:sales@smithsschoolwear.co.uk)

Web - [www.smithsschoolwear.co.uk](http://www.smithsschoolwear.co.uk)

**6. Non-Uniform Days**

Non-uniform days are inclusive and donations are voluntary and do not require a financial contribution.

Clothing must be:

- Safe, comfortable and suitable for school

- Respectful (no offensive or discriminatory messages)
- Politically neutral
- Appropriate for movement and learning
- Not overly revealing or unsafe
- Footwear must be safe for school corridors and activities

Pupils should not feel pressured to purchase new clothes for non-uniform days.

## **7. Affordability and Second-Hand Uniform**

The school is committed to keeping uniform affordable by:

- Minimising branded items
- Reviewing costs regularly
- Providing a second-hand uniform service
- Supporting families experiencing difficulty
- Planning ahead for the 2026 branded item regulations

## **8. Non-Compliance**

Uniform expectations are part of the school's Behaviour Policy.

Where a pupil is not in correct uniform, staff will:

1. Take a reasonable and sensitive approach
2. Consider possible financial or personal barriers
3. Contact parents where needed

Persistent or deliberate non-compliance will follow the steps outlined in the **Behaviour Policy**.