

UNIFORM POLICY (Mill Hill)

Document Owner: Head of Academy

Date: June 2025

Status: Statutory



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1. INTRODUCTION

- a. Mill Hill Primary Academy is committed to promoting equality and value for money and to ensuring that no child is discriminated against due to their religion or belief, economic circumstances or social and cultural background. This policy contains provisions to meet these objectives and has been created with health and safety, value for money and practicality at its heart. Additionally, it is important that our pupils feel a sense of belonging to our school. We believe that wearing a smart and practical uniform allows all children, regardless of their backgrounds, to feel equal to their peers and confident in their appearance. We also believe it is important for children to wear clothing that is conducive to a successful learning environment, including activity appropriate clothing, such as sports attire.

2. LEGAL FRAMEWORK

- a. This policy has due regard to all legislation including, but not limited to, the following:
- i. Education and Inspections Act 2006
 - ii. Education Act 2011
 - iii. Human Rights Act 1998
 - iv. Equality Act 2010
 - v. The General Data Protection Regulation
 - vi. Data Protection Act 2018
- b. This policy also has due regard to all relevant guidance including, but not limited to, the following:
- i. DfE (2014) 'School Admissions Code'
 - ii. DfE (2022) 'School Uniform'
- c. This policy operates in conjunction with the following school policies and documents:
- i. Home-School Agreement
 - ii. Safeguarding and Child Protection Policy
 - iii. Complaints Policy

3. ROLES & RESPONSIBILITIES

- a. The Local Governing Committee is responsible for:
- i. In consultation with the Principal/Head of Academy and school community, establishing a practical and smart school uniform that accurately reflects the school's vision and values.
 - ii. Ensuring that equal opportunities are considered regarding the school's uniform and that no person is discriminated against.
 - iii. Listening to the opinions and wishes of parents/carers, pupils and the wider school community regarding changes to the school's uniform.
 - iv. Ensuring that the school's uniform is accessible and affordable.
- b. The Principal/Head of Academy is responsible for:
- i. Enforcing the school's uniform on a day-to-day basis.
 - ii. Ensuring that school staff understand this policy and know what to do if a pupil is in breach of the policy.
 - iii. Listening to the opinions and wishes of the school community regarding the school's uniform and making appropriate recommendations to the Local Governing Committee.
 - iv. Providing pupils with exemptions as appropriate e.g. for a pupil who has a broken arm and requires a loose-fitting top.
- c. Teaching and support staff are responsible for:
- i. Ensuring that pupils dress in accordance with this policy at all times.
 - ii. Taking appropriate action when pupils are in breach of this policy.
 - iii. Ensuring that pupils understand why having a consistent and practical school uniform is important e.g. to establish school identity.
- d. Parents/carers are responsible for:
- i. Providing their children with the correct school uniform as detailed in this policy.
 - ii. Informing the Principal/Head of Academy if their child requires a more relaxed uniform policy for a period of time, including why.
 - iii. Ensuring that their child's uniform is clean, presentable and the correct size.
 - iv. Ensuring that items of uniform are labelled.
- e. Pupils are responsible for:
- i. Wearing the correct uniform at all times, unless the Principal/Head of Academy has granted an exemption.
 - ii. Looking after their uniform as appropriate.
 - iii. Respecting why a school uniform is important to the school e.g. to develop a sense of belonging.

4. COST AND AVAILABILITY

- In accordance with the School Admissions Code, Mill Hill Primary Academy ensures that the School Uniform Policy does not discourage parents/carers from applying for a place for their child.
- The school is committed to meeting the DfE's recommendations on costs and value for money.
- Every care is taken to ensure that our uniforms are affordable for all current and prospective pupils, and that
- The best value for money is secured through reputable suppliers.
- The school does not amend uniform requirements regularly and takes the views of parents/carers and pupils into account when considering changes to school uniforms.
- Where changes are required, the school ensures that assistance is provided to parents/carers struggling to meet the associated costs.

5. RELIGIOUS CLOTHING / CEREMONIAL WEAR

- Some religions and beliefs require their members to conform to a specific dress code. The school does not discriminate against any religion or belief; however, the school weighs the needs and rights of individual pupils against the health and safety concerns of the entire school community.
- Mill Hill Primary Academy endeavours to allow religious requirements to be met, wherever possible.
- c. Parents'/carers' concerns and requests regarding religious clothing are dealt with on a case-by case basis by the Principal, Head of Academy and Local Governing Committee. This is always conducted in accordance with the school's Complaints Policy.

6. DOCUMENT INFORMATION

KEY INFORMATION		ASSOCIATED DOCUMENTS	
Contact Name:	Head of Academy		
Date Effective:	June 2025		
Version:	V0.4	DISTRIBUTION	
Frequency:	Annual	Name:	Mill Hill Academy
Next Date:	Summer 2026	Date:	8.7.25
REVIEW BODY		Websites:	
Name:	Compliance Director	Sharepoint (pdf):	
Date:	June 2025	APPROVAL	
		Name:	Trustees Board
		Date:	n/r
VERSION HISTORY			
Version:	Date:	Change:	
V0.1	Sept 2022	New Document	
V0.2	Mar 2023	Interim update	Uniform list added as appendix
V0.3	June 2024	Annual review	Date changes and Appendix A updated
V0.4	June 2025	Annual review	Head of Academy changed throughout

APPENDIX A

Academy Uniform

Click link for more information <https://clt.millhill.coop/parents-and-carers/uniform/>

Jewellery

- a. One single plain gold or silver stud in each ear is permitted; the stud must be worn in the lower part of the earlobe and must be removed for PE and swimming. No other visible piercings.

Uniform

- a. Please ensure that your child's uniform is labelled.
- **Blazer** – year 6 only
 - Purple Mill Hill jumper or cardigan.
 - White **shirts** (all years) **no polo shirts**. Short sleeved shirts for Nursery and Reception. Long or short sleeved shirts for Years 1 – 6.
 - School ties (all years). Parents may choose either the clip on or elasticated ties.
 - Black or grey school trousers, skirts or dresses (**no leggings**).
 - Shoes must be formal, flat dress style and plain black leather, patent leather or leather looking. They must be able to be polished and must have no visible logos. **Trainer style shoes/pumps, regardless of the retailer description, are not allowed.** Canvas or fabric shoes are not allowed. Medical information can be provided to the Academy if alternative footwear is needed.
 - **Plain black** or **grey** socks or tights.
 - **Plain (no buckles, laces, fur etc)** black, leather/patent **ankle boots**. These should be 'Chelsea' style and not a Doc Marten style for example.
 - In the summer, purple, checked, gingham dresses with white socks or plain black or grey tailored shorts may be worn if parents/carers wish.

PE Kit: Nursery – Year 6

- a. Please ensure that your child's PE kit is labelled.
- Plain black (no logos) jogging bottoms, shorts or leggings.
 - Purple Mill Hill PE T-Shirt
 - Trainers (preferably no pumps)
 - Black or purple plain jumper/tracksuit top (no logos) or Mill Hill fleece.

Hair and Beauty

- No extreme hairstyles, colours or novelty accessories (unless there is a special request to the Principal/ Head of Academy or there is an organised Academy event).
- Hairstyles must be plain and practical for school. There should be no extremes of fashion: including steps, lines, shaved styles, elaborate braiding or non-natural hair colouring.
- Long hair should be tied back in a bobble.
- No make-up
- No nail varnish, gel polish or acrylic nails and nails should be kept short.