



Document Control
Reference: School Uniform Policy
Version No: 2
Version Date: August 2026
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**THE
HAYLING
COLLEGE**

Happy, Healthy, High Performing

School Uniform Policy

Date of Policy: August 2026

Date Approved by Governors: September 2026

Uniform Principles

The school's uniform policy aims to:

- Promote a sense of belonging and school identity.
- Support equality, inclusion and pupil wellbeing.
- Be affordable and represent value for money.
- Avoid creating barriers to attendance or participation.
- Meet the requirements of the Human Rights Act 1998 and Equality Act 2010.

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 age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing uniform items based on sex, to give all pupils 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 pupils
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all pupils to style their hair in a way that is appropriate for school and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with the appropriate Assistant Head who oversees their child's year group, Kirstin Mobsby Year 7, Helen Cox Year 8 and 9, Lee Fisher Year 10 and 11. They can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

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 (DfE) on the cost of school uniform.

From 1 September 2026, the school will comply with the legal limit on compulsory branded items of uniform and PE kit as set out in the Education Act 1996 and associated statutory guidance. The governing board will review uniform requirements regularly to ensure compliance and affordability.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- 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/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers and pupils 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

- Black trousers (No black jeans or skinny trousers, must be tailored)
- Black tailored shorts, MID THIGH LENGTH.
- White polo shirt
- Plain sensible black shoes, black trainers are permitted if all black, no white soles. If worn, socks must be white or black
- Black College jumper – round neck sweater with school logo – provided by the school

PE Kit

- Royal blue/white Hayling College long sleeved Rugby shirt - optional
- Royal blue/white Hayling College polo shirt
- Black loose shorts or skorts (not sweatshirt material and not close fitting)
- Training shoes and Football boots (as recommended by English School Football Assoc.) – optional
- Shin pads and gum shield (as recommended by English Schools Football Assoc.) - optional
- Embroidered PE black hooded sweatshirt (optional but recommended)
- Black tracksuit trousers or black leggings (optional and dependent on the activities – PE staff will direct if necessary)
- Black Waterproof jacket (optional)

All pupils

Appearance & Accessories

- Hairstyles should be appropriate for the school environment. The school will not discriminate on the grounds of race, religion, culture, disability, gender reassignment or any other protected characteristic when applying expectations relating to hair and appearance.
- Hair colour should not be a distraction to learning and appearance requirements will be applied fairly and consistently, taking account of equality and human rights obligations. [
- Bags should be in dark colours – reflective strips recommended for safety purposes.
- Hair accessories must be plain and dark in colour
- Belts must be plain and black and no wider than 4cm/1.5inches with a plain, simple, functional buckle which is of a size appropriate to the belt width (No “fashion” belts).
- Earrings must be studs.
- No facial piercings are permitted unless permission is requested from the Headteacher. However, if a nose stud is agreed these must be clear silicon studs with a plaster whilst piercings are healing. Exceptions based on religion, disability or medical need will be considered under the Equality Act.
- Make-up, if worn, must be discreet and **NOT** include false eyelashes, lash extensions or false/acrylic nails. Nail varnish must be a natural pale colour or clear.
- Fashion Trainers or open toed shoes are not permitted.
- During PE and other practical activities all long hair must be tied back and any fringes that obscure vision must be clipped back.
- Religious head coverings should be plain and of a colour consistent with the school's uniform expectations. Reasonable requests relating to faith and cultural observance will be considered.

4.2 Where to purchase it

- PE items with the school logo can be purchased at the retailer below. To ask for assistance with purchasing uniform or sourcing second hand options please contact the school. All other items can be purchased at any other suitable location such as supermarkets or sports vendors. The school jumper will be provided by the school. Parents/carers wishing to purchase further jumpers will be provided with details of the stockist.
- Information about obtaining second-hand uniform will be published on the school website and made available to all parents and carers.
- The College operates a second-hand uniform scheme to support affordability and sustainability. Parents and carers are encouraged to donate good-quality uniform items that are no longer required. Donated items are checked and made available to families free of charge or at a low cost, subject to availability. Information on how to access the scheme, donate uniform or request assistance will be available through the school website or by contacting the school directly.

<http://www.skoolkit.co.uk/>



- The Meridian Centre
Elm Lane
Havant
Hampshire
PO9 1UN
Telephone: 02392 455795
- **Opening Hours:**
- Monday – Friday 9:30am – 5:30pm
Saturday – 9:00am – 5:00pm

5. Expectations for our school community

5.1 Pupils

Pupils 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)

Pupils are also expected to contact the Assistant Head who over sees their year group if they want to request an amendment to the uniform policy in relation to their protected characteristics.

The DfE now specifically recommends flexibility during severe weather. Therefore, the Headteacher may temporarily amend uniform expectations during periods of extreme hot or cold weather, or when weather-health alerts are issued, to ensure pupil comfort, wellbeing and safety.

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 and carers experiencing difficulty obtaining uniform should contact their child's tutor, who will provide advice and support, including access to second-hand uniform where available.

Parents/carers are also expected to contact the Assistant Head who over sees their year group 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/carers 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/carers 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 pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by tutors initially by contacting home. If the issues are not resolved the Pupil Progress Lead will work with the tutor and home to resolve them.

In cases where it is suspected that financial hardship has resulted in a pupil not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

The school recognises that lack of access to uniform or PE kit may impact attendance. Where this is identified as a barrier, the school will work with pupils and families to provide appropriate support and ensure attendance is not adversely affected.

The school will take appropriate action where a pupil experiences bullying, harassment or discrimination related to their clothing, appearance, religious dress, disability adjustments or authorised uniform adaptations.

5.4 Governors

The governing board 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/carers and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The board 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 re-tendering contracts at least every 5 years.

6. Monitoring arrangements



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This policy will be reviewed annually. At every review, it will be approved by the full governing board

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy