Greenford High School
Policy Document

Uniform Policy

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Staff Responsible	Mr A Balu DHT
Governing Committee	Students
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Approved by	Mrs M Pye HT
Update GHS Shared Drive Website	 October 2026 October 2026

1) Aims of the policy

At Greenford High School, our uniform policy is founded on the principles of equality, fairness, inclusion, ambition and a shared sense of belonging. We are ambitious for all and believe that every pupil, regardless of their background, circumstances or individual differences, should feel equally valued, have high expectations placed upon them and be given every opportunity to succeed.

Our uniform expectations are designed to:

- **Promote equality:** Minimise visible differences in pupils' socioeconomic circumstances, ensuring that wealth, fashion and access to expensive clothing do not become sources of comparison or division.

- **Create a sense of belonging:** Establish a shared identity and reinforce the principle that every pupil is an equal and valued member of the school community.

- **Reduce social pressures:** Limit competition around appearance, clothing, accessories and fashion trends, helping pupils focus on their education rather than their appearance or that of others.

- **Promote fairness and consistency:** Establish clear, universal expectations that are applied consistently to all pupils while making reasonable adjustments and respecting individual needs.

- **Support positive relationships:** Reduce opportunities for exclusion, judgement, peer pressure and social divisions based on appearance or material possessions.

- **Encourage ambition and high standards:** Reinforce our belief that we are ambitious for all pupils, promoting personal responsibility, self-discipline, pride and the expectation that every pupil can achieve excellence.

- **Maintain a purposeful learning environment**: Reduce distractions associated with fashion and personal appearance, allowing the focus of the school day to remain on learning, achievement and personal development.

- **Respect diversity and individual needs:** Ensure that uniform expectations are inclusive, affordable and sensitive to religious, cultural, medical and special educational needs.

Our approach is underpinned by a simple principle: no pupil should feel superior or inferior to another because of what they wear, what they own or how they look. By establishing consistent expectations and removing unnecessary social distinctions, we create a school culture where every pupil belongs, high standards are the norm and we are ambitious for all. Pupils

should be recognised for their character, conduct, effort and achievements rather than their appearance or financial circumstances.

2) Our Uniform

The following table outlines the school's uniform and appearance expectations for all pupils.

These expectations are designed to ensure clarity, consistency and fairness across the school community. All pupils are expected to arrive at school wearing the correct uniform and maintain these standards throughout the school day. Staff will apply these expectations consistently, with appropriate consideration given to individual circumstances, religious requirements, medical needs and reasonable adjustments. If the pastoral team or SLT believe that a case of incorrect uniform signals a significant breach which does not uphold the standards of uniform, the school reserves the right to keep that student out of circulation until the uniform is corrected.

Parents and carers are expected to support the school in ensuring their child meets these standards.

ITEM	REQUIREMENT
Blazer	• Black GHS blazer with embroidered badge • Compulsory and worn at all times unless the teacher gives permission to remove it.
Tie	• Compulsory and worn at all times. • KS3 - green with striped • KS4 - purple with stripes • JLT - black with purple and green stripes.
Shirt	• Plain white, short or long sleeved. • Top button fastened and shirt tucked in.
Trousers	• Black school trousers, full length and worn on the waist.

	• Must have a neutral hand and undergarments must be not be visible • Plain black belt permitted
Skirt	• Black A-line or pleated school skirt, at least knee length. • Must not be skin tight, rolled up or worn on the hips.
Jumper	• Option black V-neck jumper • Must not replace the blazer • No cardigans, tank tops or hooded jumpers.
Outer Jacket	• May be worn over the blazer, especially in winter. • Preferably black or navy and formal in style. • No sports or tracksuit-style jackets/tops.
Socks/Tights	• Plain black tights • Only plain black socks can be worn over tights. White or any other colour over black tights are not permitted. • No coloured, branded, sports, over-the-knee socks or leg warmers.
Shoes	• Black upper and sole, smart, plain and polishable. • No trainers or trainer-style shoes, even if leather. • No canvas footwear or booths. • Crocs, sandals and any other slipper type shoe are banned.
Scarves/Hats	• School scarf or plain black, white, purple or green scarf. • No patterned scarves, shawls or baseball caps.

	• Scarves and hats must be in school bags when inside school buildings. • No skull caps, rolled-up ski masks or balaclavas on school premises.
Hair	• Hair accessories must be plain black, white, purple or green. • Hair must be a natural colour. • No flowers, frills, large bows, bandanas, overly large hairbands or shaved designs/lines in hair or eyebrows.
Jewellery	• One small gold or silver stud earring may be worn in the earlobe. • A small neutral nose stud is allowed; no hoops. • No rings, necklaces, bracelets or other piercings. • New piercings are not an expectation, students will be asked to remove them. • Religious symbols should be worn under the school uniform.
Make-up/nails	• No make-up or nail varnish. • No false nails, nail extensions or eyelash extensions. • Students will be asked to remove prohibited items.
Badges	• Only official school badges may be worn. • No political symbols, flags or any other badges.
Face coverings	• Faces should not be covered. • Medical face masks are permitted for medical reasons only. • No snoods, neck warmers or balaclavas.

Religious Items	• Students who choose to wear a hijab must ensure it is plain black, white, green or purple, with no patterns, logos or embellishments. • If your child has a Kirpan you must notify the school. • A Kirpan may be worn by baptised Sikh students. It must be no more than 6 inches in total length, including the blade and handle, with the blade no longer than 3 inches. It must remain sheathed at all times and be worn securely out of sight. • A Kara may be worn for religious reasons. During PE lessons and sporting activities, it must either be removed or be securely covered with a suitable sweatband to reduce the risk of injury.

What if my child's uniform is incorrect?

Loaned Uniform	• Students arriving in incorrect uniform will be loaned the correct item by student services and must wear it for the day.
Borrowing Items	• Students must hand in a mobile phone or keys when borrowing uniform.
Confiscation	• Prohibited items may be confiscated, including hooded jumpers, athletics jackets, jewellery, snoods, accessories, etc.
Lunch Consequence	• Students who do not follow the policy will be taken out of circulation at lunchtime until the issue is addressed. This includes make-up, jewellery and trainers.
Ongoing Concerns	• If incorrect uniform continues for more than five school days, the student will be placed in the internal exclusion room until the required adjustment is made.

3) Support with Uniform at GHS

At Greenford High School, we are committed to ensuring that every pupil can meet our uniform expectations, regardless of their financial circumstances, medical needs or special educational needs and disabilities (SEND).

Our uniform standards apply to all pupils, and we expect full compliance unless an individual adjustment or temporary arrangement has been authorised by the school. We recognise our responsibility to provide appropriate support where genuine barriers exist.

- **Student Services – Temporary Uniform Loans**

Pupils who have forgotten or temporarily misplaced an item of uniform may access **Student Services** where replacement items can be borrowed, subject to availability.

This provision is intended for occasional, exceptional circumstances and must not be relied upon as a regular alternative to arriving at school in the correct uniform.

- Pupils are expected to arrive at school wearing the correct uniform each day.
- Loaned uniform must be worn as instructed and returned in accordance with Student Services procedures.
- As part of the loan process, pupils may voluntarily leave their mobile phone or house keys with Student Services for secure safekeeping until the uniform is returned. Alternative arrangements will be available and access to uniform support will not depend on surrendering personal possessions.
- Repeated reliance on borrowed uniform will be monitored and referred to the pupil's Pastoral Team who may contact parents/carers to establish the reasons and agree appropriate next steps.
- Where repeated non-compliance is avoidable and reasonable support has been offered, sanctions may be applied in accordance with the school's Behaviour Policy.
- **Financial Assistance and Family Support**

We recognise that some families may experience financial difficulties which affect their ability to purchase or replace school uniform.

Parents/carers requiring assistance should contact their child's Pastoral Team at the earliest opportunity. The school may be able to provide support

through its **Pupil Premium funding where appropriate and available**, second-hand uniform provision or other school support arrangements.

All requests will be handled sensitively and confidentially. Financial hardship should not prevent a pupil from attending school or accessing their education.

- **Medical Needs and Reasonable Adjustments**

The school recognises its duties under the Equality Act 2010 and will consider reasonable adjustments for pupils with disabilities, SEND, medical conditions or other protected needs.

Requests for adjustments should be submitted to the pupil's Pastoral Team or SENCO with an explanation of the specific uniform requirement affected and the adjustment being requested.

Where necessary and proportionate, the school may request supporting evidence from an appropriate healthcare professional, such as a GP, consultant or specialist, particularly where a substantial or ongoing medical exemption is sought.

Medical evidence will not automatically be required in every case and the absence of a GP letter will not prevent the school from considering or implementing an adjustment where required.

The school will consider each request individually, drawing upon existing medical information, SEND records, professional advice and discussions with parents/carers and the pupil.

Any agreed adjustment will, where appropriate, be recorded, communicated to relevant staff and reviewed periodically. Adjustments will normally seek to maintain the school's uniform standards as closely as reasonably possible.

- **Expectations and Accountability**

Parents/carers are responsible for ensuring that their child attends school in the correct uniform and for communicating any difficulties promptly.

Pupils and parents/carers must not assume that an alternative item of uniform or appearance is permitted simply because a request for an adjustment has been submitted. The school will determine appropriate arrangements following consideration of the individual circumstances and its legal duties. Temporary adjustments may be agreed while a request is being considered.

Support and reasonable adjustments are intended to remove genuine barriers to compliance not to replace the school's established uniform expectations. Where no legitimate barrier or agreed adjustment exists, pupils

will be expected to meet the published requirements, with any breaches addressed consistently and proportionately through the school's Behaviour Policy.