

School Uniform Policy

UTC Plymouth



Policy:	School Uniform Policy				
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1. Aims

The purpose of this policy is to outline the actions taken by the school to establish a uniform policy that is consistent, equitable and inclusive. It aims to create a uniform that meets the requirements of all students, is affordable, and offers the greatest value for both the school and families.

We strongly believe that students learn and excel academically when they feel comfortable, can express themselves and are dressed appropriately to foster an ideal learning environment.

2. Legislation and guidance

This policy has due regard to all relevant legislation including, but not limited to:

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018

3. Responsibilities of the school

The governing board is responsible for:

- Establishing, in consultation with the Headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values
- Ensuring that the school's uniform is accessible, inclusive, and does not disadvantage any pupil because of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable in accordance with the DfE School Uniforms Guidance - Updated 2 June 2023 (<https://www.gov.uk/government/publications/school-uniform/school-uniforms>) and the DfE's

'Cost of School Uniforms Guidance

<https://www.gov.uk/government/publications/cost-of-school-uniforms/cost-of-school-uniforms>

- Demonstrating in this policy how best value for money has been achieved.

The Headteacher is responsible for:

- Enforcing the school's uniform rules on a day-to-day basis
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing board.
- Approving financial assistance for disadvantaged families for the purchase of uniform

Staff are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Where appropriate to their role, disciplining pupils who are in breach of this policy
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the Headteacher if their child requires an exemption to the uniform rules for a period of time, with a reason why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the headteacher has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school e.g. school identity and community.

3. Cost Principles

The school will ensure that its school uniform is affordable and accessible to all pupils, and does not place an unreasonable financial burden on parents.

In accordance with the DfE's 'School Admission Code', the Headteacher will ensure that the school's uniform requirements do not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.
- Parents of younger children as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability access the uniform.
- LAC and PLAC.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items (e.g. socks, t-shirts) to ensure their child can come to school in clean uniform every day.

The school will keep variations in school uniform for different groups of pupils (e.g. girls and boys) to a minimum to ensure that pupils can get the most wear out of their uniform and that parents can pass some items down to younger siblings.

The school will keep branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers (e.g. supermarkets) due to the item's logo, colour, design, fabric or other unique element. The school also invites parents to donate used, surplus uniforms, which is made available for free to other parents on request.

The school will meet the DfE's requirements and recommendations on costs and value for money. Care will be taken to ensure that school uniforms are affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school will work with its supplier to obtain the best value for money possible. Any savings negotiated will be passed to parents where possible. The school will not enter into any cash-back arrangements.

The school will not make frequent changes to uniform requirements and will take the views of parents and pupils into account when considering any changes.

4. Equality Principles

The school takes its legal obligation to avoid unlawfully discriminating against any protected characteristic very seriously. In line with this, the school will aim to ensure that its uniform policy is as inclusive as possible so that all pupils can access a school uniform which is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that, where appropriate and with pupils' consent, views and advice are sought specifically from pupils, and parents of pupils, who:

- Are known to be transgender or non-binary
- Are of a religious or cultural background that has specific dress requirements
- Have SEND and/or sensory needs

Parents' concerns and requests regarding school uniform, and amendments to it, are handled on a case-by-case basis by the Headteacher and Governing board, and always in accordance with the school's Complaints Procedures Policy.

Information on how the school ensures its uniform policy does not discriminate against pupils with specific protected characteristics is outlined below.

Gender

To avoid disproportionately impacting pupils of a certain gender, the school will ensure that the cost of uniform is as equal in price as possible across items for all genders.

This includes:

- Adhering to the procedures laid out in the 'Cost Principles' of this policy.
- Not directly requiring pupils of a certain gender to buy additional uniform.
- Not indirectly requiring pupils of a certain gender to buy additional uniform (e.g. by offering football in PE only to male pupils and requiring they buy football boots to participate).
- Not holding pupils of different genders to different uniform standards (e.g. by banning certain hairstyles for only one gender).

The school will implement a gender-neutral uniform, meaning that pupils will not be required to wear specific items based on their gender, and may wear any of the uniform items listed in the School Uniform section of this policy regardless of the legal sex recorded on the school's records. Transgender pupils will be supported to access the uniform that best reflects their gender expression.

Religion and Belief

To avoid disproportionately impacting pupils of a certain religion, belief or culture, the school will ensure that there is flexibility to allow pupils to present themselves in a way that adheres to their dress requirements as far as possible, within the school's uniform policy.

The school will endeavour to meet all requests for amendments to the uniform for these purposes; however, the needs and rights of individual pupils will be weighed against any health and safety concerns appropriate to the circumstances (e.g. if safety headgear needs to be worn).

Race

To avoid disproportionately impacting pupils of a certain race, the school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a pupil's ethnic origin (natural Afro hairstyles).
- Not banning hairstyles worn because of cultural, family and social customs (e.g. cornrows).
- Not banning head coverings related to a pupil's culture or ethnic origin (e.g. African heritage head wraps).

SEND and medical conditions

To avoid disproportionately impacting pupils with SEND or medical conditions, the school will ensure its uniform policy takes into account the needs of these pupils. This includes:

- Ensuring the school uniform uses soft, stretchy fabrics and avoids intricate buttons or hard seams.
- Allowing variations to the standard uniform for pupils whose medical conditions may impact how they dress (e.g. pupil with casts who require loose-fitting clothing or pupils with hair loss-related conditions who wish to wear head coverings).

Where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

5. Complaints and Challenges

The school will endeavour to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

The school will refer individuals who wish to complain to the Complaints Procedures Policy.

When a complaint is received, the school will work with the complainant to arrive at a mutually acceptable outcome.

6. School Uniform Supplier

The school's current school uniform supplier is:

Westcountry Embroidery SW Limited
141 Fore Street
Saltash
Cornwall
PL12 6AB

t: 01752 840666

e: westcountryembroiderysw@gmail.com

The governing board will ensure that a written contract is in place with the supplier for branded items. The school will retender the uniform contract every five years, whether changes to the uniform are made or not.

The governing board will be able to demonstrate how uniform is procured at the best value for money. The headteacher will work to ensure that the items are procured as cheaply as possible without compromising on the quality (e.g. by requesting standard-style items from the supplier rather than more intricate and unique designs).

The school will not sign contracts with suppliers before requesting visualisations and samples of proposed uniforms.

Parents will order uniforms online, directly from the supplier. Where the school is proposing to change suppliers, it will reach out to suppliers by October in the determination year.

7. Uniform Assistance

The school will support disadvantaged families in meeting the costs of uniforms. School uniform assistance will be provided, of up to £60 per year per pupil, by cheque reimbursement of expenditure made with the school uniform supplier (on provision of evidence of purchase).

The budget for the school uniform assistance scheme will be derived from Pupil Premium funds.

For parents to claim school uniform assistance, their children should be eligible for Free School Meals (FSM). Eligibility will be determined by checking original documents from the relevant authority, detailing receipt of the benefit and the address of the pupil.

The school will hold second-hand school uniforms for parents to access; access to these uniforms will be made available upon request made to the headteacher.

Parents will be invited to donate their child's uniform when they no longer need it.

8. Non-compliance

Staff will be permitted to discipline pupils for breaching this policy, where relevant to their role, in accordance with the school's Behaviour Policy. Uniform infringements will result in a staffed, daily break time detention.

The headteacher, or a person authorised by the headteacher, will be permitted to ask parents to remedy breaches to the school's uniform as soon as possible.

Parents will be notified of pupils' breaches of school uniform in all cases.

9. School Uniform

Key Stage 3 (Yr 7-9)

Item	Required/Optional	Branded	How to acquire
Black Cargo Trousers or combat shorts	Required	No	Regular retailers
All black leggings (no sheer/fashion panels)	Required	No (although preferred)	Westcountry Embroidery
Royal blue UTC polo shirt or T-Shirt	Required	Yes	Westcountry Embroidery
Royal blue UTC sweatshirt	Required	Yes	Westcountry Embroidery
All black (inc. sole) shoes/trainers	Required	No	Regular retailers

Key Stage 4 (Yr 10&11)

Item	Required/Optional	Branded	How to acquire
Black Cargo Trousers or combat shorts	Required	No	Regular retailers
All black leggings (no sheer/fashion panels)	Required	No (although preferred)	Westcountry Embroidery

Black UTC polo shirt or T-Shirt	Required	Yes	Westcountry Embroidery
Black UTC sweatshirt	Required	Yes	Westcountry Embroidery
All black (inc. sole) shoes/trainers	Required	No	Regular retailers
Steel toe cap boots /sturdy shoes for workshops	Optional	No	Regular retailers

Key Stage 5 (Yr 12&13)

Item	Required/Optional	Branding	How to acquire
Black Cargo Trousers or combat shorts	Required	No branding	Regular retailers
Navy blue UTC polo shirt or T Shirt	Required	Yes	Westcountry Embroidery
Navy blue UTC sweatshirt	Required	Yes	Westcountry Embroidery
All black (inc. sole) shoes/trainers	Required	No	Regular retailers
Steel toe cap boots /sturdy shoes for workshops	Required	No	Regular retailers

PE Kit

Item	Required/Optional	Branding	How to acquire
Black UTC Sports top or black UTC t-shirt	Required	Yes	Westcountry Embroidery
Black UTC PE Shorts	Optional	Yes	Westcountry Embroidery
Black UTC Tracksuit	Optional	Yes	Westcountry Embroidery
Sports trainers	Required	No	Regular retailers
Black long sports socks and shin pads will be required for football	Required for KS3 and when representing the school in fixtures	No	Regular retailers
Studded football boots	Will be required at some point in the year when accessing lessons at Devonport park.	No	Regular retailers

Students can wear...

- black cargos
- black UTC or sports leggings
- UTC Plymouth branded T-shirt or Polo
- UTC Plymouth branded sweatshirt
- black school shoes / trainers
- dyed hair, small nose piercing, small items of jewellery

Students can't ...

- wear large items of jewellery e.g. large, hooped earrings and Pyramid rings
- wear skirts, nike pro or cycling shorts
- leggings with sheer or fashion panels
- wear tracksuit bottoms
- wear Crocs/ Sandal or open-back shoes
- wear their own jumpers/hoodies or branded clothing including hats
- wear school shoes/trainers with logos or white soles (e.g. Converse)
- draw on themselves

Students can wear a choice of...

- UTC PE T-shirt or UTC Plymouth T-shirt
- UTC Skort
- UTC PE tracksuit jacket *
- UTC PE tracksuit bottoms *
- UTC PE branded leggings *
- UTC shorts *

* these items can be replaced with plain black, unbranded items

In response to student voice, we now allow students to wear PE kit to school on the days when they have PE lessons or if they are attending an active club however Students must not wear their coloured sports trainers during normal lessons, they must change into them for their PE lesson/active club.

We understand that people like to express themselves and we want to embrace individualism. Our core value of professionalism is key to our identity and our work-orientated image. Therefore, coloured hair is allowed, long hair is to be tied back, when directed, for health and safety reasons and minimal, subtle jewellery is allowed including small facial piercings.

The leadership team will have ultimate authority regarding appropriate uniform regulations and infringements will be reviewed on a case by case basis.

Bags

Pupils must use an appropriately-sized waterproof bag to carry their books and equipment. It must hold A4-sized workbooks comfortably without causing any damage.

School bags featuring inappropriate images, slogans or phrases will not be permitted.

The school will discourage pupils from bringing valuable bags to school. The school will not be liable for lost or damaged school bags.

10. Labelling and lost property

All pupils' clothing and footwear should be clearly labelled with their name.

Any lost clothing will be taken to the lost property box at Reception. All lost property will be retained for one month and will be disposed of if it is not collected within this time.

UTC PLYMOUTH POLICIES

VERSION CONTROL SHEET

POLICY NAME: Uniform Policy

Policy Prepared by: Sarah Beveridge

Document date	Filename	Mtg submitted	Summary of changes required
March 2024			New document to be adopted by the Local Governing Body
			The review period for this policy will be every 3 years.