

Heathfield Community College



Uniform Policy

Ratified:	June 2025
Ratified By:	HT (FGB Committee awareness)
Next Ratification Due:	June 2026

General

At Heathfield Community College we believe that a school uniform gives a sense of belonging and pride in the College whilst ensuring equality amongst students. Ensuring consistent adoption of a simple uniform is an important part of reducing one aspect of peer pressure and inequality between students.

In addition, a smart appearance contributes positively to the students' attitude to work and study; it also influences how the College is portrayed to the general public.

The College has, in previous consultation with staff, students and parent representatives, reflected upon the **current** DfE non-statutory Guidance on School Uniform and the statutory Guidance on the Cost of School Uniforms in addition to best practice research on school uniform. As such the guidance below reflects consideration of the Human Rights Act 1998 and Equality Act 2010 and taken into account key considerations such as safeguarding requirements and the health and safety of students.

NB: The College has consulted on adjustments to policy in light of the Schools Bill 2026 for our context, this policy represents the College position.

Costing of all items have been carefully considered and are subject to annual review.

- Support can be available following communication and discussion with the College.
- Alternative items or second hand/pre-loved items are available for all aspects.
- The second hand/pre-loved provision (SOHCC) is a valued part of the whole College commitment to sustainable, environmentally aware approach.

The College expects and encourages every student to look smart at all times. Students are expected to present with: Natural and tidy hair; no extreme styles or colours; natural and discreet make up; plain black belts. It is the College's judgement on whether these expectations have been met. If in any doubt always check with your Pastoral Manager before making any changes. It is vital for all property to be clearly marked with the student's name. In this way lost property can be traced.

College Uniform Supplier

Heathfield Community College uniform policy requires that the items listed below should be purchased for all students. The majority of branded uniform items are available from our main uniform supplier:

Uniform orders can be made from Broadbridges as follows:

- Telephone 01444 413466
- Website www.broadbridges.co.uk
- Shop - Broadbridges, 2-8 Sussex Road, Haywards Heath, RH16 4EA
Mondays - Fridays 9am to 5:30pm
Saturdays 9am to 5:00pm

If considering purchasing items from an alternative supplier, the items must comply with our policy.

Jewellery

The wearing of jewellery is limited and subtle:

- discreet studs for pierced ears
- no necklaces should be worn
- no hooped or drop earrings
- only one ring
- no bracelets.

Any other piercing is forbidden, i.e., nose piercing. Any prohibited jewellery / piercings will be confiscated. Piercing replacement retainers are not to be worn.

If at all unsure, circumstances relating to cultural requirements should be discussed with the College in advance at all times. Any adjustments must be agreed with college prior to being worn and must still comply with health and safety requirements (e.g must not be visible or loose).

BADGES

Students will be allowed to wear a limited number of lapel badges to represent specific charities that the College supports or that are awarded by the College (Heathfield Habits Badge, Leadership or prefect badges), or earned by a College recognised activity (e.g. Duke of Edinburgh)

The College reserves the right to expect a badge to be removed if it is in breach of this guidance.

Hair

Extreme styles of hair are unacceptable. These include: unnatural colours (for example but not limited to pink/plum/purple tinted), two tone/dip-dye hair. Shaved lines, shaved patterns and/or distinct/sharp changes in length in the hair are also not acceptable. All changes in length should be graduated. There should be no skin fades. Styles containing beads are unacceptable.

If at all unsure, circumstances relating to cultural requirements should be discussed with the College in advance at all times.

Makeup

Makeup should be discreet: no bright colours on eyes, false eyelashes or heavy coatings of mascara or foundation. No nail varnish, false nails or nail art.

Henna applied to any visible areas is not permitted in College.

Headscarves

Black or white plain headscarves may be worn for religious/cultural reasons.

Underlayers

It is considered that the combination of polo shirt, school jumper and blazer, with the option of an outercoat should be sufficient for warmth. If students require an underlayer for additional warmth **it should not be visible under the polo shirt** and therefore be preferably v-neck.

Tracksuit bottoms/shorts or other additional items should not be worn under uniform trousers, shorts or skirts apart from in exceptional circumstances in which case the nature and style must be agreed with College in advance.

Guidance about action that will be taken

If you are in any doubt about uniform, hairstyles or jewellery always contact your child's Pastoral Manager before styling or purchasing to avoid difficulties, misunderstandings or sanctions. We will not accept any alternatives to what is outlined in this policy without prior agreement for a fixed period of time.

Pre-agreed exemption

Requests for adjustments to the uniform policy should be made in advance of any changes being implemented. These must be approved by the college and will be assessed on a case-by-case basis.

Medical exemption should be accompanied by written advice from a medical or health professional.

Any adjustment must be agreed in advance and will be for a fixed period of time which will be reviewed on a regular basis. Adjustments will be subject to removal should the appropriate evidence not be available when requested in a reasonable timescale.

In the event of students wearing incorrect/inappropriate uniform, hair, or jewellery without prior permission:

1. This will be logged on our management system as a uniform issue.
2. Students will be expected to correct immediately if possible (e.g. nail varnish, jewellery).
3. Be supplied with replacement items to wear for the remainder of the day if possible.
4. If 3 is not possible, then social time will be supervised inside College.

Parents/carers will be contacted and consulted on the method of providing an acceptable replacement.

Should a student be wearing incorrect uniform, hairstyle or jewellery they will lose their free time until the situation is resolved.

Should a student refuse the offer of borrowed uniform or to remove inappropriate jewellery he/she should expect to have lessons in Internal Suspension until the issue is resolved.

Appendix 1 - Uniform requirements September 2026

Blazer	Black blazer with College logo on the breast pocket. <i>Only available from Broadbridges or SOHCC.</i> Students may remove blazers in class but should wear them at all other times including moving between lessons. In hot weather students will be advised by teachers of the change in rules.
Polo Shirt	Green polo shirt bearing the College logo. <i>Only available from Broadbridges or SOHCC.</i> No visible t-shirts under the polo shirt.
Jumper (optional)	Plain black v-neck jumper Additional item worn as well as the blazer. <i>Available from Broadbridges, SOHCC or other retailers (cotton blend, V-neck only will be acceptable - sweatshirt styles are not acceptable)</i>
Trousers/Shorts	Black classic or straight fit school trouser style only and should not come above the ankle. Trousers must be plain black material only. <i>These items can be purchased from Broadbridges, SOHCC or other retailers as long as they are compliant with the requirements above.</i> Trousers that are close fitting on any part of the body are not acceptable. Trousers that are skinny fit/skin tight, denim, made of heavy cotton material, combat style, jean style, contain Lycra, or similar stretchy fabric that would cause them when worn to look skin tight/tapered, or with logos are not acceptable. Neither should trousers have additional buttons / zips / sequins / rips / studs / poppers / makers labels or names on them. Tailored shorts that adhere to the same criteria above. The length of shorts should be knee length. Shorts must be worn with school shoes, not trainers.
Skirt	<u>Option 1:</u> Black knee length pleated skirt (deep yolk, all round pleated - Charleston style with black zip) - for the majority of students the 24" length will be required. OR <u>Option 2:</u> Black straight knee length skirt. This is a school skirt, not of stretch material. The length of the skirt must be knee length. (various lengths are available to comply ensure compliance with this rule) No other style of skirt is acceptable. <i>These items can be purchased from Broadbridges, SOHCC or other retailers as long as they are compliant with the requirements above.</i> Skirts that are close fitting on any part of the body are not acceptable. Skirts that are skin tight, denim, made of heavy cotton material, combat style, jean style, contain Lycra, or similar stretchy fabric that would cause them when worn to look skin tight/tapered, or with logos are not acceptable. Neither should skirts have additional buttons / zips / sequins / rips / studs / poppers / makers labels or names on them.
Belt	Smart black belt only.

	No studs or embellishments.
Footwear	<u>No logos or patterns.</u> Black shoes that can be polished. Examples of the type of shoe can be seen here. No logos, patterns or branding on shoes are permitted. No canvas shoes or trainers to be worn (except with a medical note which will be time bonded dependent on injury: where a medical exemption is granted the replacement items must be plain black). No suede shoes. No Ugg style boots, no open toe, no sandals, no high heel or platform shoes are permitted. Trainers may only be worn during PE lessons. Boots may be worn to College during bad weather but must be changed for school shoes on arrival.
Socks	Black or dark grey only, no higher than ankle socks
Tights	Tights black or natural only, to be worn without additional socks. Tights with rips in will not be acceptable and replacements will be provided.
Outdoor wear	A winter coat is the only acceptable additional outer layer in College. Hoodies and jackets of a sweatshirt type material are not acceptable as outdoor wear in College. No cardigans, sweatshirts or hoodies to be worn under the blazer. Hats and scarves are not permitted in the building.
Bags	Students are required to carry their equipment in a school bag/rucksack. Bags should be big enough to hold A4 folders and sturdy enough to protect items inside.

This list is not exhaustive and from time to time these criteria are open to interpretation. It will be for the Headteacher to determine acceptability. The Headteacher's decision is final.

Appendix 2 - PE Department Expectations

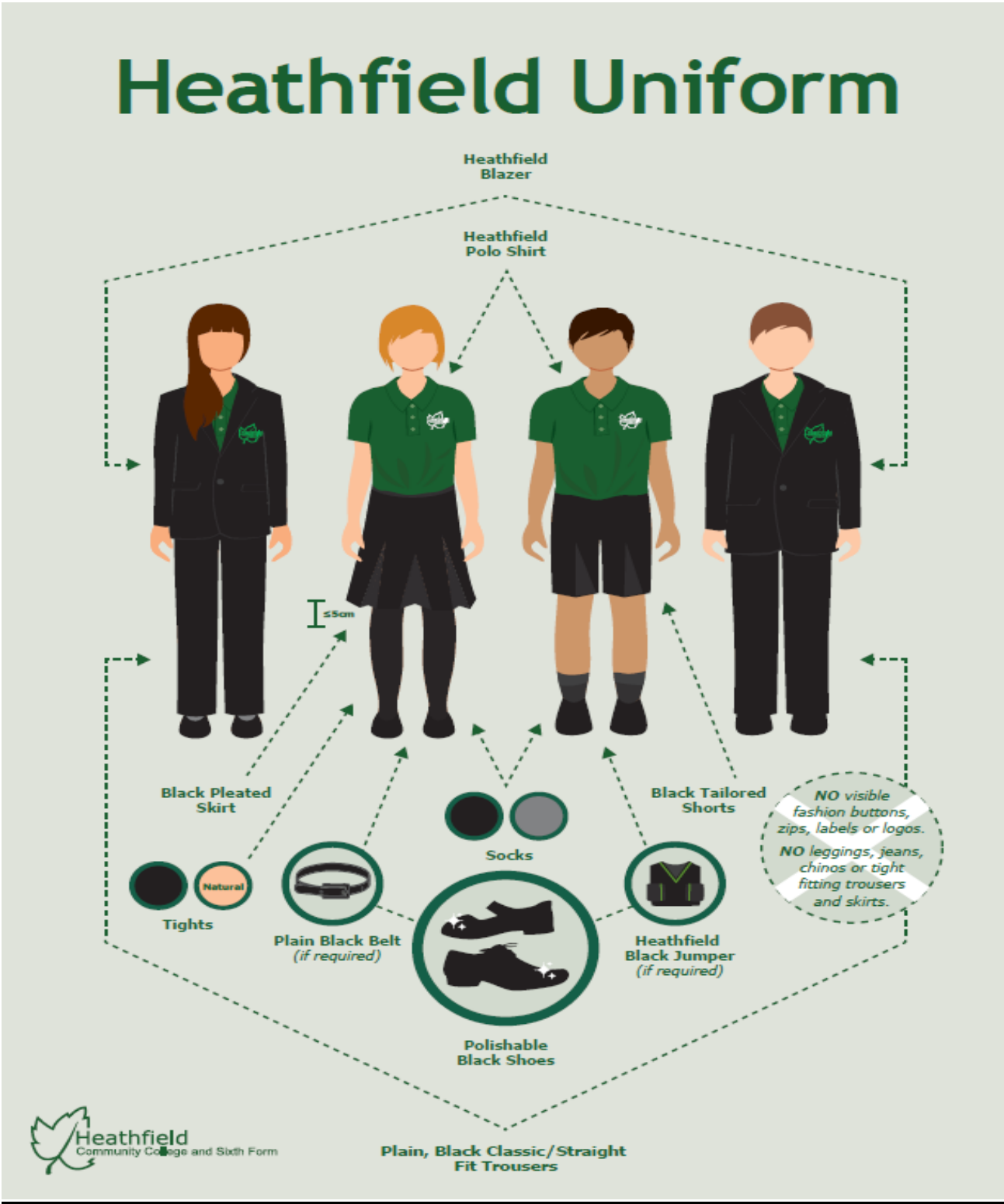
If a student is unable to take part in PE, we encourage them to continue to participate in other ways such as officiating games, coaching or evaluating performance. Therefore, they will still need to bring the correct kit with exceptions, such as coat or extra warm clothes as stated by their teacher and a letter informing us of the reasons for not taking part. Students are then able to participate and achieve their targets in lessons.

Students may be given break time detentions or after school detentions, if this procedure is not followed. Following discussion with students and parents we agree that greater consistency of items of PE and slightly more choice would be better for all. Therefore, we have added some optional items and also ensured all PE items are logoed for greater consistency.

ALL ITEMS OF UNIFORM, PE KIT AND OTHER CLOTHING SHOULD BE CLEARLY LABELLED WITH THE STUDENT'S NAME

It is important that every student has the compulsory kit as listed below, students competing and participating to represent the College do not need to purchase any additional kit, these items are cost compared annually to ensure best value locally in line with other schools:

Compulsory kit	Green and black unisex logoed short sleeve PE top / fitted green and black short sleeve PE top <i>Only available from Broadbridges or SOHCC.</i> Plain black items chosen from: Plain Black shorts Plain black jogging bottoms Plain black sports fabric legging Plain black skorts <i>Available from Broadbridges or SOHCC, also available elsewhere if of the required quality and fabric</i> Additional optional items: • Black base layers can be worn under the compulsory kit. • Plain black cotton blend quarter-zip jumper. Black knee length sports socks A change of underwear. Shin pads. Training shoes. Football boots (when required on the field).
Gum shields are compulsory in lessons and College matches for contact rugby. We strongly advise the use of gum shields for hockey. They are compulsory when playing in College matches.	



Appendix 4

Below are some examples of acceptable shoes. While this is not an exhaustive selection it does give additional visual guidance to the policy



Heathfield PE Kit

