



Queen Elizabeth's School

Uniform Policy

Version	1.0
Approving Body	Trust Board
Date ratified	September 2026
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Review date	September 2027
Owner	Director of Education/CEO
Applies to	All Trust Schools, all Trust staff

Version	Date	Reason
1.0	September 2026	To establish a Trust wide school uniform policy in line with DfE guidance.

2. Policy statement and purpose

At Queen Elizabeth's School, as part of Initio Learning Trust, we believe that a school uniform plays a fundamental role in setting an appropriate tone for learning and fostering a strong sense of community, equality, and pride. Wearing a uniform acts as a social equaliser by removing visible distinctions of wealth or fashion, allowing students to be valued and judged on their character and effort rather than their attire.

Our uniform policy is designed to uphold the core values and beliefs of Initio Learning Trust:

- **Promoting equality:** Uniforms create a level playing field across diverse socioeconomic backgrounds, reducing fashion-driven peer pressure and bullying.
- **Focus on learning:** Removing choices around daily outfit selection eliminates unnecessary distractions, reducing cognitive load and simplifying morning routines.
- **Sense of belonging:** A shared uniform enhances site security by making intruders quickly identifiable, while building community identity and a shared sense of collective responsibility.
- **Preparing for the workplace:** Adhering to a uniform code instils self-discipline and a professional mindset essential for future careers.

In alignment with DfE statutory guidance, our school is committed to ensuring that uniform items remain affordable, practical, durable, and accessible to every family in our community.

3. Legal Framework & Statutory Compliance

This policy complies with all relevant national legislation and statutory guidance, including:

- Department for Education (DfE) guidance on the cost of school uniforms.
- Education Act 1996 (as amended by the Children's Wellbeing and Schools Act 2026).
- Human Rights Act 1998.
- Equality Act 2010.

Mandatory Limits on Compulsory Branded Items (Effective 1 September 2026):

- **Primary schools:** Must limit total compulsory branded uniform and PE items to **3 or fewer**.
- **Secondary and Middle Schools:** Must limit total compulsory branded uniform and PE items to **4 or fewer**, provided one item is a tie.

4. Uniform Requirements & Cost Considerations

No uniform policy at Queen Elizabeth's School will be so costly as to restrict any pupil from attending or fully participating in school life. To achieve maximum affordability and high value for money, the school adheres to the following core principles:

- **Prioritising generic items:** Most uniform items can be purchased widely from high street stores and supermarkets, allowing parents to shop competitively.

- **Quality, durability, and sustainability:** Procurement decisions prioritise garments that resist wear and tear, wash well, and maintain appearance over long periods.
- **Avoiding single-supplier:** Single-supplier contracts are avoided where possible, and supplier arrangements are subjected to regular retendering to secure competitive pricing.
- **Transition:** In alignment with Initio Learning Trust standards, basic items are consistent across trust schools to minimise additional expense during school transitions.

5. School Specifics

5.1 Queen Elizabeth's School Main Uniform

School Main Colours: **Navy**

A. Generic Items (Available from any high street retailer or supermarket):

- White Collar Shirt long or short sleeved (Available from Bartletts as an option). Blouse White Revere Collar Shirt (Available from Bartletts as an option).
- Black Trousers - Tailored trousers worn to ankle length. Black jean type trousers are not acceptable. Black plain belts should be used to ensure that the trousers are worn at the waist.
- Navy Skirt (lengths 20" or 22") Available from Bartletts. Skirts should be worn without being altered or rolled and the waistband must be flat.
- Navy V-Neck Jumper.
- Plain Black Socks.

B. Compulsory Branded Items (Strictly adhering to statutory limits):

- **Branded Item 1:** Navy Blazer with School Crest/Emblem
- **Branded Item 2:** House Colour Tie available from Bartletts (Boys only)
- **Branded Item 3: (if applicable):** QE Navy skirt (Girls only)
- **Branded Item 4 (Secondary/Middle ONLY, provided item 2/3 is a tie):** QE branded House colour PE top available from Star Sportswear

5.2 Physical Education (PE) Kit Specifications

To maintain affordability and inclusion, the PE kit is kept simple and practical. Branded PE items are strictly limited to a maximum of one item across the entire kit.

- **PE Top:** House Colour QE Navy PE Top
- **PE Bottoms (Generic):** Navy Shorts/Navy Tracksuit/Jogging Bottoms
- **(Optional) Cold Weather Outerwear:** QE Navy Tech Top
- **Socks:** Navy Football Socks
- **Footwear:** Suitable supportive sports trainers (any colour). Trainers (PE Only)/Rugby/Football Boots/Gum Shield/Shin Pads

5.3 Outerwear, footwear and accessories

- **Footwear:** All pupils must wear plain black, leather (or leather-look) business-like shoes with flat soles. Canvas shoes, high heels, open-toed footwear, and black trainers or trainer-style shoes with logos are not permitted in order to maintain equality.

- **Outerwear:** Outdoor coats should be warm, weatherproof, and safe for travel to and from school (e.g. reflective elements encouraged). Denim or leather jackets and hoodies are not permitted as daily outerwear.
- **Jewellery and accessories:** For health and safety, jewellery is restricted to a wristwatch and one pair of small, plain metal stud earrings (2 in each ear maximum. Nose studs are not permitted but clear plastic retainers may be worn. All jewellery must be removed or taped for PE lessons.

6. Inclusion, equality, and reasonable adjustments

Queen Elizabeth's School is dedicated to inclusivity and ensuring no pupil is disadvantaged due to protected characteristics under the Equality Act 2010 or specific individual circumstances.

- **Religious and cultural beliefs:** Requests to adjust the uniform policy to accommodate religious dress requirements (such as headscarves, turbans, hijabs, or religious artefacts) are welcomed and supported. Headwear worn for religious reasons should align with school uniform colours (e.g., plain black, navy, or white) where practical.
- **Special educational needs & disabilities (SEND):** Reasonable adjustments will be made for pupils with SEND, medical conditions, or sensory sensitivities (e.g., removing tags, allowing softer fabrics, or adapting footwear). Parents should contact the SENCO or Deputy Headteacher - Pastoral, to arrange adjustments.
- **Hair and hairstyles:** The school champions equality and complies fully with EHRC guidance on hair discrimination. Natural Afro-textured hair, protective styles (such as braids, locks, and twists), and religious hair practices are respected and protected.
- **Sex and gender neutrality:** Uniform options are non-gendered. All pupils may choose from the approved range of uniform items (trousers, skirts, shorts) regardless of sex or gender identity.
- **Adverse weather adaptations:** During extreme heatwaves or severe cold, temporary adaptations will be announced (e.g., permitting PE kit/shorts in hot weather or allowing additional warm layers/trousers in extreme cold).

7. Financial support, hardship, and second-hand provision

We are committed to supporting all families in accessing high-quality uniforms without financial strain.

- **Second-hand uniform:** High-quality, second-hand uniform items are freely accessible to all parents throughout the year via our school office. We are also working in collaboration with **The Reef Community Centre in Colehill** where families can access second hand uniforms throughout the year. As well as The Reef uniform sales that will be promoted by us, you can also contact admin@thereef.co.uk to enquire about available items. Information on how to access second-hand uniforms is published prominently on the school website.
- **Financial hardship:** Families experiencing financial hardship can access discrete support, including local hardship grants or uniform assistance. Students who are eligible for free school meals are also entitled to assistance with the purchase of uniforms. To request confidential assistance, please contact the school office on 01202 885233 or office@queenelizabeths.com

8. Non-compliance and behaviour policy

When a pupil does not adhere to the uniform policy, staff will take a supportive, considerate, and fair approach to understand the underlying reasons.

- Non-compliance due to financial hardship or family emergency will never result in immediate disciplinary sanctions. The school will offer immediate practical support, such as loaning clean items or providing access to second-hand stock.
- Where non-compliance is persistent and unrelated to financial hardship, the school will engage with parents directly to resolve the issue in accordance with the school's Behaviour Policy.

9. Complaints

Disputes or concerns regarding the school uniform policy should be raised in the first instance with the Deputy Headteacher - Pastoral. Formal complaints regarding school uniforms will be handled in accordance with the school's official Complaints Policy, available on the school website.

This policy is published on the school website and reviewed annually by the Local School Committee and Initio Learning Trust Board to ensure ongoing compliance with statutory guidance, affordability standards, and community needs.