



Uniform Policy

FGB Meeting: 29/10/2025

Reviewed: Annually

Review: 28/10/2026

Version No: 2.2

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1. Aims

This policy aims to:

- › Set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers
- › Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
- › Clarify our expectations for school uniform

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 Headteacher who 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

Shepherdswell Church of England Primary School serves a diverse population, with a proportion of pupils identified as disadvantaged—those eligible for pupil premium funding due to factors such as low household income. This socio-economic context underscores the importance of keeping school-related expenses manageable for families. One practical approach is limiting the cost of school uniforms by making only the School Jumper and PE house shirt mandatory uniform items to be purchased through our uniform supplier "Logo that Polo". Other uniform items such as school polo shirts, shirts, trousers can be kept simple by adopting a simple, non-branded dress code and offering affordable options for parents to purchase this through supermarkets or second-hand uniform available at the school reception. Such measures not only reduce financial pressure on parents but also promote inclusivity and ensure that all children can participate fully in school life without economic barriers.

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
- › Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes

- › Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller
- › Avoiding different uniform requirements for different years/classes
- › Avoiding different uniform requirements for extra-curricular activities
- › 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

Children must wear black school shoes/boots to school – trainers are not permitted.

Generic items such as grey/black trousers, grey/black school shorts, white polo shirt, white shirt, white blouse or blue and white dress are all non-branded and can be sought from all local supermarkets. Should children choose to wear leggings, these should be black in colour and not be sporting and neither should they be branded with any logo.

Should children wish to wear a jumper, cardigan or fleece as part of their uniform, these items need to be branded with the school logo. The school PE House T-Shirts are also branded in a similar fashion as are the optional PE House Hoodie. The PE T-Shirt is a compulsory item of uniform to be worn into school on PE days.

As well as the before mentioned PE T-Shirts and Hoodies, the rest of the PE kit is made up of black/navy shorts or tracksuit bottoms. All children should be wearing trainers or plimsolls for PE sessions. We aim to have PE outside for as much of the year as possible so parents are asked to ensure that during winter months, children have warm sports clothing including and waterproofs.

Jewellery is not to be worn to school aside from children having a maximum one pair of studded earrings should they wish. Children are not permitted to wear any makeup or nail varnish to school.

School coats and winter hats branded with the school logo are also available from our uniform supplier, however, these are not compulsory items.

4.2 Where to purchase it

We use a local uniform supplier (Logo That Polo) based around 5 miles away from the school site. Uniform should be bought on site and the parents have a range of options as to how they receive their uniform:

- 1) Collect from the uniform supplier
- 2) Have the uniform delivered to the school and collect from there
- 3) Have the uniform delivered direct to their house

There is also a range of second-hand uniform available from the school office.

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 Headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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/carers are also expected to contact the Headteacher 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 a letter home if the uniform expectations continue to not be met.

Ongoing breaches of our uniform policy will be dealt with by the Headteacher

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.

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

This policy will be reviewed annually by the Headteacher. At every review, it will be approved by Full Governing Body.

7. Links to other policies

This policy is linked to our:

- Equality information and objectives statement

- Behaviour Policy
- Complaints policy