

SCHOOL UNIFORM

POLICY

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SOUTHROP C OF E PRIMARY SCHOOL

SCHOOL UNIFORM POLICY

November 2025

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A. School Uniform Assistance Application

Statement of Intent

It is our policy that all children should wear school uniform when attending school, or when participating in a school-organised event outside normal school hours. We provide a description of the items needed for school uniform on our website, together with links to suppliers. Our policy is based on the notion that a school uniform:

- Promotes a sense of pride in the school;
- Engenders a feeling of community and belonging;
- Is practical and smart;
- Identifies the children with the school; Sets an appropriate tone for education and is not distracting in class (as fashion clothes might be);
- Makes children feel equal to their peers in terms of appearance;
- Is regarded as suitable, and good value for money, by most parents and carers;
- Has been designed with health and safety in mind and to be comfortable.

Legal framework

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

- 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

- Education (Guidance about Costs of School Uniforms) Act 2021

This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Positive relationships and Behaviour Policy

Roles and responsibilities

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 and inclusive, and does not disadvantage any pupil by virtue 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.
- Demonstrating how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's 'Cost of school uniforms' guidance.
- Processing and approving all eligible School Uniform Assistance Application Forms.

The Headteacher is responsible for:

- Enforcing the school's uniform 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.
- Providing pupils with an exemption letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting top

Staff members are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- 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 a more relaxed uniform policy for a period of time, including 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.

Cost principles

The school will develop its uniform policy in relation to the following starting principles:

- The school will seek to ensure that the uniform is affordable. In so doing, the school will consider the total cost of school uniforms, taking into account all items of uniform or clothing parents will need to provide while their child is at the school.
- The school will seek to keep the use of branded items to a minimum.
- The school will seek to ensure that uniform supplier arrangements give the highest priority to cost and value for money, including the quality and durability of the garment.
- The school will seek to ensure that second-hand uniforms are available for parents to acquire. Information on second-hand uniforms will be published on the school's website.

Principles in practice

In accordance with the 'School Admissions 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 to 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. shirts and socks, 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. year group specific items or house colours, 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.

Where the school requires an item of branded clothing, it will assess how prices can be kept as low as possible and put measures in place to facilitate this. This may include:

- Ensuring branded items are longer-lasting and unlikely to be worn out quickly.
- Making donated second-hand uniform available for purchase at a lower price.

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

The school will work with multiple suppliers to obtain the best value for money possible. Any savings negotiated will be passed to parents where possible. The school will not enter into exclusive single-supplier contracts or cash-back arrangements. More information on supplier processes can be found in the 'School uniform supplier' section of this policy.

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.

Equality principles

The school takes its legal obligation to avoid unlawfully discriminating against any pupil very seriously.

In line with the above, 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.

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' section of this policy.
- Not directly requiring pupils of a certain gender to buy additional uniform, e.g. by requiring female pupils to buy both trousers and skirts.

- 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.

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, e.g. 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.

The school will follow the good practice guidance provided by the Equality and Human Rights Commission on 'Preventing hair discrimination in schools'.

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. pupils 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.

The school will ensure that it works with a supplier that acts in accordance with the school's values and principles on equality and inclusion.

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 and request that they follow the procedures outlined therein. When a complaint is received, the school will work with the complainant to arrive at a mutually acceptable outcome.

The school has an agreed procedure in place with its uniform supplier to deal with complaints about the supply and quality of uniforms. In considering a complaint, parents should be aware that teachers can sanction pupils for breaching the school's rules on appearance or uniform. The school expects this to be carried out in accordance with the school's published behaviour policy.

The school aims to deal with pupil non-compliance in a proportionate and fair way.

School uniform suppliers

Our current school uniform supplier are

Wreal Sports <https://wrealports.co.uk/shop/my-school/southrop-c-of-e-school/>

MyClothing https://myclothing.com/collections/southrop-church-of-england-primary-school-22755?srltid=AfmBOopuiXnoAZQxAt_n7BcFvzgE1HM-NvJABIW2iQnVE4uvPsi-UGp5

Second hand uniform is available from Southrop Primary PTA who can be contacted at pta@southrop.gloucs.sch.uk

The governing board will ensure that a written contract is in place with the suppliers 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 does not sign contracts with suppliers before requesting visualisations of proposed uniform, as well as fabric samples

Uniform assistance

The school supports vulnerable families in meeting the costs of uniforms. The budget for the school uniform assistance scheme comes from pupil premium funds. To claim school uniform assistance, parents should be eligible for FSM. Eligibility is determined by checking original documents from the relevant authority, detailing receipt of the benefit and the address of the pupil. Families who meet the criteria should complete the School Uniform Assistance Application Form and return it to the school office.

The school holds second-hand school uniforms; access to these uniforms is available upon request made to the Headteacher. Parents are invited to donate their child's uniform when they no longer need it.

Non-compliance

The Headteacher, or a person authorised by the Headteacher, is permitted to ask a pupil to adjust their uniform or consider a better choice the following day.

If a pupil repeatedly breaches uniform rules, or takes longer than necessary to rectify their uniform presentation the Headteacher will arrange a meeting with the pupil and the parent.

The Uniform

All pupils are encouraged to wear the school colours of royal blue, golden yellow and grey. Uniform does not need to be purchased from a specific retailer and can be second-hand. Second hand uniform is available from Southrop Primary PTA who can be contacted at pta@southrop.gloucs.sch.uk

Sweatshirts, T-shirts, sports hoodies and other items (such as a waterproof coat, caps and backpacks) with the school motif can be ordered from Wreal Sports online or locally from their shop in Bourton on the Water as well as through MyClothing and are available from our PTA. Generic rather than branded items are acceptable.

Daily uniform:

- A royal blue sweatshirts or cardigan.
- A golden yellow polo top.
- Grey trousers, knee length skirt or pinafore dress.
- Flat closed toe black school shoes.

Summer uniform:

From around April to October,

- Grey shorts
- Blue or yellow checked dresses
- Sun Cap
- Sandals which will give protection to the toes may be worn.

PE:

PE kit can be worn all day on PE days

- A royal blue sweatshirt or hoody
- A golden yellow t-shirt
- Royal blue or navy blue joggers or shorts
- Trainers (for outdoors)
- Daps/plimsoles (for indoors)

Other:

- Children can bring their own back pack or have a school embroidered one. Cygnets may choose to use a blue (branded or unbranded) book back instead.
- Children should bring a re-usable bottle to school each day.
- Children should have a suitable coat, and hat, gloves etc as suitable for weather conditions.
- For children attending Forest School, PE kit with joggers should be worn. They should also have wellies and waterproofs (coat and trousers/suit/dungarees) with clean shoes and school clothes available for them to change into on return to school.

Jewellery

On health and safety grounds, we do not allow children to wear jewellery in our school. The exceptions to this rule are ear-ring studs in pierced ears. We ask the children either to remove these objects during PE and games, or to cover them with a plaster. Children may wear a watch with no interactivity.

Hairstyles

Long hair should be tied back. This is to prevent it becoming a distraction and to help avoid the spread of head lice.

The school does not permit children to have extreme haircuts that could serve as a distraction to other children. Examples of extreme hair cuts could include brightly coloured dyed hair or logos shaved into hair.

Footwear

The school wants all children to grow into healthy adults. We believe that it is dangerous for children to wear shoes with platform soles or high heels in school, so we do not allow this. Neither do we allow children to wear trainers to school except on PE days; these are appropriate for sport or as leisurewear, but are not in keeping with the smart appearance of a school uniform. We require all children to wear the types of shoe described on our website.

Equalities

This policy has been written to take into account the needs of all regardless of age, disability, race, religion, belief and gender. In respect of adults this list also includes gender reassignment, marriage & civil partnership, pregnancy, maternity or paternity and sexual orientation.

At Southrop C of E Primary we are sensitive to the needs of different cultures, races and religions and act reasonably in accommodating these needs, without compromising important school policies, such as school safety or discipline.

Monitoring and review

When monitoring this policy, the governing body will:

- Seek the views of parents and carers, to be sure that they agree with the policy, and support it;
- Consider with the Head Teacher any requests from parents or carers for individual children to have special dispensations;
- Require the Head Teacher to report to the governors on the way in which the policy is being implemented.

This policy will be reviewed by the governing body every four years, or earlier if considered necessary.