Baston CE Primary School

Uniform Policy

Owner	Headteacher
Approval Body	Full Governing Board
Date Approved	Tuesday 29th September 2026
Review Date	September 2027
Status	Issued

Document Control

Version Date	Author	Changes Made
8.9.26	SLT	Policy created

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1. Aims

This policy aims to:

- Set out our approach to providing a school uniform that is practical, appropriate and affordable, while offering good value for money for all parents and carers.
- Explain how we will avoid discrimination and make reasonable adaptations to our uniform requirements in line with our legal duties under the Equality Act 2010.
- Clarify our expectations for school uniform, including daily uniform and PE kit.
- Support a consistent approach to school uniform across the school community.
- Encourage the use of pre-loved uniform to help reduce costs for families and support sustainability.

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, sexual orientation, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing uniform items based on sex, so that all pupils have the opportunity to wear the uniform they feel most comfortable in.
- Ensure that the cost of uniform is the same for all pupils.
- Allow all pupils to have long hair, although we ask for long hair to be tied back.
- Allow pupils to style their hair in a way that is appropriate for school and makes them feel comfortable.
- Allow pupils to request reasonable adaptations to swimwear for religious reasons or where they are experiencing discomfort.
- Allow pupils to wear headscarves and/or other religious garments where appropriate.
- Make reasonable adaptations to uniform requirements for pupils with sensory or physical needs, depending on their individual circumstances.
- Consider reasonable adaptations to the uniform policy where required on the grounds of equality. Parents/carers should contact the school office to discuss any requests, which will be considered on a case-by-case basis.

3. Limiting the cost of school uniform

Our school has a duty to ensure that the uniform we require is affordable and provides good value for money for all parents and carers. We recognise that branded or distinctive uniform items can be more expensive and may limit families' ability to shop around for the best price. We will therefore keep uniform requirements as simple and affordable as possible.

We will make sure that our uniform:

- Is available at a reasonable cost and provides good value for money.
- Does not require any compulsory branded items. All school-branded uniform items are optional, and suitable plain, unbranded alternatives are permitted.

- Allows generic uniform items to be purchased from a range of retailers, including high-street shops and supermarkets.
- Avoids unnecessary or overly specific requirements for coats, bags and shoes, which children may also use outside school.
- Avoids additional uniform requirements for extra-curricular activities, including sport, wherever possible.
- Makes pre-loved uniform accessible to current and prospective families through the school PTA.
- Avoids frequent changes to the uniform specification and considers the financial impact on families when changes are proposed.
- Consults with parents/carers and pupils on any significant proposed changes to the uniform policy.
- Regularly reviews the uniform policy to ensure that the cost remains reasonable and provides good value for money.
- We will also consider alternative approaches, such as loaning or providing branded items where appropriate, particularly for activities such as sports competitions.
- Where families are experiencing financial difficulty, they are encouraged to contact the school so that we can discuss what support may be available.

4. Expectations for school uniform

4.1 Our school's uniform

Our school uniform is designed to be practical, comfortable, safe and affordable. Plain, unbranded uniform items are acceptable throughout the school. School-branded items are optional.

Daily uniform

- Navy blue sweatshirt or cardigan – school-branded or plain/unbranded.
- Sky blue polo shirt – school-branded or plain/unbranded.
- Navy blue skirt, pinafore dress, trousers or shorts. Dark grey may also be worn where navy is difficult to source.
- Sky blue checked summer dress or playsuit may be worn during summer months.
- Plain socks/tights in navy, black, grey or white.
- Suitable school shoes or trainers that are safe, practical and appropriate for everyday school activities. Footwear should be black or navy, cover the heel and toes, and should not be heavy or excessively bulky. Shoes with heels are not permitted.

Physical Education kit

- Red T-shirt or polo shirt – school-branded or plain/unbranded.
- Navy blue shorts. Black shorts may be worn where navy is difficult to source.
- Trainers suitable for physical activity. Studded footwear is not permitted.
- Navy or black tracksuit bottoms for colder weather.
- Red PE hoodie/top may be worn in colder weather; school-branded or plain/unbranded.

- EYFS and Key Stage 1: Children should have their PE kit in a clearly named bag in school every day. They should have appropriate clothing and footwear for the time of year and for indoor and outdoor PE. Children who wear tights may wish to keep a pair of socks in their PE kit.
- Key Stage 2: Children wear their PE kit to school on their PE days. They should bring a spare pair of suitable shoes to change into after PE, so that school shoes are not worn when they are wet or muddy.

Branded uniform

School-branded uniform is optional. Families may choose branded sweatshirts, cardigans, polo shirts, PE tops or the red PE hoodie, but suitable plain, unbranded alternatives in the appropriate colours are equally acceptable. There is no expectation to buy branded uniform.

Jewellery and hair

- Jewellery should be kept to a minimum. One pair of small, plain ear studs is permitted. Earrings must be removed for PE and physical activities.
- Smart watches and watches with communication, recording or internet functions are not permitted.
- All pupils may have long hair, but it should be tied back where necessary for safety, including during PE and practical activities.
- Hair should be styled appropriately and comfortably, with accessories kept to a minimum and suitable for school.
- Nail varnish and makeup are not permitted.

Coats, outdoor clothing and bags

- Children should have a suitable coat in school at all times, appropriate for the weather and outdoor activities.
- Children should also have a pair of outdoor shoes or wellington boots in school for outdoor learning and other activities where appropriate.
- Suitable school bags should be used for essentials such as reading books and should be an appropriate size.

Water bottles and lunch boxes

- Children should bring a clearly labelled water bottle to school each day.
- Lunch boxes should also be clearly labelled with the child's name.

Reasonable adaptations

School recognises that some pupils may need reasonable adaptations to the uniform because of disability, sensory or physical needs, religious reasons or other equality-related reasons. Parents/carers should contact the school office to discuss any requests. These will be considered individually and reasonable adjustments will be made where appropriate.

5. Expectations for our school community

5.1 Pupils

Pupils are expected to wear the correct school uniform, including PE kit, while:

- On the school premises.
- Travelling to and from school.
- At school trips, events and activities where they are representing the school, where appropriate.

Pupils should take responsibility for looking after their uniform and belongings and tell a member of staff if they are unable to meet the uniform expectations. Pupils who wish to request an amendment to the uniform policy for reasons relating to their protected characteristics should speak to a member of staff.

5.2 Parents and carers

Parents and carers are expected to make sure their child has the correct uniform and PE kit, and that items are:

- Clean and in good condition.
- Clearly labelled with the child's name.
- Appropriate for school activities and the time of year.

Parents and carers should contact the school office if they:

- Need to request an amendment to the uniform policy because of their child's protected characteristics or individual needs.
- Are experiencing financial difficulties that make it difficult to provide the required uniform.
- Have concerns about the cost or availability of uniform.

Parents and carers should raise any complaints or concerns about school uniform in a timely and reasonable manner, in line with the school's complaints policy. The school will work with families to find a reasonable and supportive solution where difficulties arise.

5.3 Staff

Staff will monitor pupils' uniform and support them to meet the expectations set out in this policy. Where a pupil is not wearing the correct uniform, staff will take a supportive and considerate approach and give the pupil and family the opportunity to resolve the issue. Where there are ongoing concerns, staff will follow these up with the headteacher. Where financial hardship is thought to be affecting a pupil's ability to meet the uniform expectations, staff will take a mindful and considerate approach. Pupils will not be prevented from accessing classroom teaching as a sanction for not having the correct uniform.

5.4 Governors

The governing body will review this policy and make sure that it:

- Is appropriate for our school's context.
- Is implemented fairly and consistently across the school.
- Takes account of the views of parents, carers and pupils.
- Provides uniform that is practical, safe and appropriate for all pupils.

- Supports families to access affordable uniform and provides good value for money.

6. Monitoring arrangements

This policy will be reviewed annually by the senior leadership team.

The policy will be approved by the governing body.