



School Uniform Policy

DOCUMENT ORIGINS			
Organisation	Heathfield Primary and Nursery School	Version date	Summer 2024
Owner	J.Dickens	Approved by (If applicable)	
Next review date	Summer 26	Approval date	Autumn 2024

Document Version History	
Revision date	Summary of changes
July 2024	Revised Uniform policy to ensure expectations are clear to staff, pupils and parents.

Statement of intent

Heathfield Primary and Nursery School believes that a consistent school uniform policy is vital for:

- Promoting the ethos of a school.
- Providing a sense of belonging and identity.
- Setting an appropriate tone for education.

For the purposes of this policy, “**uniform**” includes the following elements of pupils’ appearance:

- Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. non-uniform.
- Hairstyles and headwear.
- Jewellery and other accessories.
- Cosmetics such as makeup and nail polish.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, is affordable, and provides the best value for money for both the school and pupils’ families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in a way that sets an appropriate tone for education.

In writing and updating this policy, we have sought to:

- Engage with parents and pupils.
- Consider how this policy might affect groups represented in the school, especially those who share protected characteristics as defined by the Equality Act 2010.
- Consider how comfortable the uniform will be for pupils.
- Take a sensible approach to allow for exceptions to be made, e.g. during adverse weather.
- Ensure that the uniform is suitable and safe for pupils who walk or cycle to school.
- Choose a PE kit which is practical, comfortable, appropriate to the activity involved and affordable.
- Ensure the policy is easy to access and understand.

1. Legal framework

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

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2024) 'School uniforms: guidance for schools'
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Positive Behaviour Policy
- Equality, Equity, Diversity and Inclusion Policy

2. Roles and responsibilities

It is for the governing board of a school to decide:

- rules about appearance
- whether there should be a school uniform policy and, if so, what that should be
- how the uniform should be sourced

These duties are placed on all governing boards by statute to ensure that school policies promote good behaviour and discipline among the pupil body.

The Department for Education strongly encourage schools to have a uniform, as it can play a key role in:

- promoting the ethos of a school
- providing a sense of belonging and identity
- setting an appropriate tone for education

Heathfield's governing board is responsible for:

- Establishing, in consultation with the Co-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, inclusive, and does not disadvantage any pupil because 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 in this policy how best value for money has been achieved.
- Ensuring compliance with the DfE's '[Cost of school uniforms](#)' guidance.
- Processing and approving all eligible School Uniform Assistance Application Forms.

The Co-Headteacher is responsible for:

- Enforcing the school's uniform rules on a day-to-day basis (see section 9 for the uniform list)
- 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 as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting shirt.

Staff are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Where appropriate to their role, disciplining pupils who are in breach of this policy.
- 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 an exemption to the uniform rules for a period of time, with a reason why.
- Ensuring that their child's uniform is clean, presentable and the correct size.
- Ensuring their child's uniform is identifiable with their name on the labels.

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.

3. Cost principles

Our uniform policy is set 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 in the school's newsletters.
- The school will provide some items of uniform e.g a child's first book bag and Year 6 ties.

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 displays the school logo. Heathfield will happily support non-branded items being worn provided that they are of the school colours. Second-hand uniform is offered free of charge.

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 does not make frequent changes to uniform requirements and will take the views of parents and pupils into account when considering any changes.

4. 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, and that, where appropriate and with pupils' consent, views and advice are sought specifically from pupils, and parents of pupils, who:

- Are transgender or non-binary.
- Are of a religious or cultural background that has specific dress requirements.
- Have SEND and/or sensory needs.

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. Transgender pupils are supported to access the uniform that best reflects their gender expression.

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 colours identified in Heathfield'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.

5. 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.

6. School uniform supplier

The school's current school uniform supplier is Just Schoolwear. However, School Logo branded uniform is optional. Plain uniform can be obtained via supermarkets, clothing shops, market stalls in addition to the website.

7. Uniform assistance

The school will support disadvantaged families in meeting the costs of uniforms. School uniform assistance will be provided via the pre-loved uniform which is freshly washed and checked for quality.

The school will hold second-hand school uniforms in the school office for parents to access; access to these uniforms will be made available upon request.

Parents will be invited to donate their child's uniform when they no longer need it.

8. Non-compliance

Staff will be permitted to discipline pupils for breaching this policy in regards to appearance and uniform, in accordance with the school's Behaviour Policy.

The Co-Headteacher, or a person authorised by the headteacher, will be permitted to call parents to bring in items to remedy any breaches to the school's uniform.

Parents will be notified of pupils' breaches of school uniform in all cases via Arbor, a phone call or a letter.

9. School uniform

Clothing

The school uniform is as follows:

- White, light blue, light yellow or navy blue polo shirt – logo optional
- White or light blue school shirt (suitable for Year 6 to wear with the tie)
- Black, navy or grey trousers
- Black, navy blue or grey skirt or pinafore dress
- Navy blue sweatshirt, cardigan, fleece – logo optional
- Black school shoes or plain black trainers
- Year 6 ONLY – school tie (provided by school)

It is advised that pupils who are wearing skirts also wear black or navy blue cycling shorts underneath.

The school does not consider Crocs to be a suitable school shoe and these are not permitted for school wear or PE.

PE kit:

Children are permitted to wear their PE kit on designated PE days when PE is taking place in school. These days will be communicated to parents via the newsletter.

PE kit consists of:

- White, light blue, ight yellow or nay blue Polo shirt (as per uniform)
- OR a plain white t-shirt
- Black or navy tracksuit bottoms, leggings or long shorts.
- Black or Navy sweatshirt/hooded top
- Trainers

Swimming:

Children who have swimming lessons as part of their PE curriculum should ensure they have the correct kit on their swimming day. Parents will be notified in advance of these lessons starting.

- Trunks/swim shorts (NO pockets)
- a one-piece swimsuit
- towel
- Children are only permitted to wear goggles if a letter has been provided by the parent stating the reason for requiring goggles.

Parents are responsible for ensuring their child brings their PE kit to school when needed for any afterschool clubs.

Jewellery

The school rules on jewellery are as follows:

- One pair of stud earrings may be worn – no other earrings are permitted and children will be required to remove them for safety reasons.
- A watch may be worn but no smart watches.
- No other jewellery is permitted.

Pupils will be advised that jewellery is their personal responsibility and not that of the school. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons, including PE lessons.

Bags

Pupils must use an appropriately-sized waterproof bag to carry their reading books and equipment. **Children do not require pencil cases and stationary from home** – school provides everything they require in a school day

The school will not be liable for lost or damaged school bags.

Hairstyles and headwear

The school reserves the right to make a judgement on whether a pupil's hairstyle, hair colour or headwear is inappropriate for the school environment; however, the school will ensure

that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints Procedures Policy.

Shoulder length of longer hair must be tied up during practical lessons, e.g. during PE and swimming.

Brightly coloured hair or extreme hair styles are not permitted in school.

Any headwear or accessories should be in Heathfield school uniform colours.

Makeup and cosmetics

No pupils should wear makeup to school – this includes nail polish or false/acrylic nails.

10. Adverse weather

All pupils will be advised to wear weather-appropriate clothing.

For hot temperatures, this includes wearing:

- Sun hats
- Summer dress options in blue/white or yellow/white
- School shorts options in grey, black or navy blue

Pupils will be advised not to wear any jumpers or cardigans during heatwaves. If outside during break times, pupils not wearing sun-safe clothing will be advised to stay in an area protected from the sun.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when outside.
- Warm jumpers.
- Trousers, or skirts and thick tights.

11. Labelling and lost property

Parents must ensure that all pupils' clothing and footwear is clearly labelled with their name and year group. These named labels should be checked regularly and redone if they are starting to fade.

Any lost clothing will be taken to the lost property box in the school office. All lost property will be retained for one month and will be disposed of if it is not collected within this time.

12. Monitoring and review

This policy will be reviewed annually and any changes will be communicated to parents in advance of the new academic year. This policy will be published on our website and a guide for parents will feature in our Parent Handbook.