



Hunsbury Park Primary School

School Uniform Policy

Last updated: March 2023

This policy has been reviewed; to the best of our knowledge we do not feel it impacts negatively on any specific group or individual within our school community

Contents:

Statement of intent

1. [Legal framework](#)
2. [Roles and responsibilities](#)
3. [Cost principles](#)
4. [Equality principles](#)
5. [Complaints and challenges](#)
6. [School uniform supplier](#)
7. [Uniform assistance](#)
8. [Non-compliance](#)
9. [School uniform](#)
10. [Adverse weather](#)
11. [Labelling and lost property](#)
12. [Monitoring and review](#)

1. Legal Framework

Introduction

It is our school policy that all children wear school uniform when attending school, or when participating in school-organised events outside normal school hours. We ask children to wear their shirts tucked into their skirts or trousers and to take pride in their personal appearance.

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.

Aims and Objectives

Our policy on school uniform is based on the belief that school uniform:

- promotes a sense of pride in our school
- helps to create a sense of community and belonging towards the school
- identifies the children with the school
- supports our commitment to inclusion
- prevents children from wearing ‘fashion clothes’ that could be distracting in class
- is practical, smart and designed with health and safety in mind
- is considered good value for money by most parents

2. 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, 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 headteacher is responsible for:

- Enforcing the school's uniform rules 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 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.

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

The school will ensure that its school uniform is affordable and accessible to all pupils and does not place an unreasonable financial burden on parents.

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 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.

4. Equality principles

The school takes its legal obligation to avoid unlawfully discriminating against any protected characteristic very seriously. In line with this, 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 indirectly requiring pupils of a certain gender to buy additional uniform, e.g. by offering football in PE to only male pupils and requiring they buy football boots to participate.
- 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 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.

Very occasionally exceptions to this policy may be made for religious reasons. Each case will be referred to the governing body.

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:

- 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.
- Working with parents of children in The Nest (ASD Provision) to overcome any sensory issues related to school uniform, understanding that it may take longer for them to wear full school uniform and PE kit.

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.

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.

6. School uniform supplier

Items of school branded uniform can be bought from www.giltedge-orders.co.uk/hunsbury-park, whilst others are easily available, at very competitive prices, at local shops, including supermarkets.

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 will not sign contracts with suppliers before requesting visualisations and samples of proposed uniform.

7. Uniform assistance

The school will support disadvantaged families in meeting the costs of uniforms. School uniform assistance will be provided worth **£30** that can be spent on school clothing. The budget for the school uniform assistance scheme will be derived from **pupil premium funds**.

For parents to claim school uniform assistance, their children should be eligible for **FSM**. Eligibility will be 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 will be asked to speak to the Family Support Worker to redeem their uniform provided through the school up to the value of £30.

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

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, where relevant to their role, in accordance with the school's Behaviour Policy.

Non-compliance with the policy will lead to parents and carers being contacted and asked to resolve the situation immediately.

The headteacher, or a person authorised by the headteacher, will be permitted to ask a pupil to briefly go home, with a parent/carer, to remedy breaches to the school's

uniform. Where a pupil has been sent home to rectify uniform breaches, the absence will be recorded as 'authorised'. If a pupil repeatedly breaches uniform rules, or takes longer than necessary to rectify the absence, the absence will be recorded as 'unauthorised'.

Continued and repeated incidents will result in the school following disciplinary action including pupils being required to be collected from school in order to resolve the issue or possible fixed term exclusions.

9. School uniform

Clothing

The required school uniform is as follows:

Our Uniform

Reception and Years 1 – 4

White or red polo shirt, red sweatshirt/cardigan, black or grey trousers/skirt/pinafore dress. In the warmer months a red checked summer dress/black or grey school shorts can be worn.

Year 5 and 6

White shirt, school tie (mandatory), black or grey trousers/skirt, red sweatshirt/cardigan.

Please note: Children may wear a plain suitable and appropriate red cardigan or jumper from a high street store if preferred.

Outdoor Wear

All children need a sensible coat which should be suitable for variable weather conditions that may vary from season to season.

Shoes

Shoes must be sensible and suitable for all weather conditions and accessing outdoor play equipment; these must be plain black without any form of branding or logo. Children may not wear trainers of any kind (unless for a medical reason or agreed by the Headteacher in advance). Shoes must have a back to them and must not have a high heel. Flip flops or ballerina style shoes must not be worn.

Physical Education

The school PE kit is compulsory. For indoor PE all children require a white T shirt, red / black shorts and a pair of plimsolls (please ensure that you regularly check these for

size). Key stage 2 children will also require a school rugby shirt, black joggers and suitable outdoor trainers. PE clothing should be kept in a named bag and be changed into before the start of every PE lesson. Parents are responsible for ensuring their child brings their PE kit to school when needed.

In Year 5/6, the children have swimming lessons; they will need a suitable one-piece swimming costume or trunks or swimming shorts with short legs, no longer than mid-thigh. All children will need a swimming hat in order to swim. These are available to purchase from school or any sportswear outlet.

Bags

The school will provide Book Bags from Reception and these must be used up to Year 4 (once provided) instead of children bringing a bag into school.

Year 5 and 6 pupils must use an appropriately-sized waterproof bag/book bag to carry their books and equipment. It must hold A4-sized workbooks comfortably without causing any damage.

School bags featuring inappropriate images, slogans or phrases will not be permitted. The school will discourage pupils from bringing valuable bags to school. The school will not be liable for lost or damaged school bags.

Forest Schools

From time-to-time, children will engage in Forest school lessons. For these sessions, please ensure that a spare set of clothing is brought in on the day; clothing required will include weather-appropriate: 'old' warm clothing – joggers, T-shirt, fleece, warm waterproof jacket and wellington boots).

General Appearance

For the safety of the children NO jewellery (rings, necklaces and bracelets) should be worn to school. A small inexpensive watch may be worn (the school will take no responsibility for any misplaced items). Smart watches are not allowed in school.

Earrings

If absolutely necessary, discreet studs may be worn but only one per earlobe and these must be removed by the child before PE and swimming lessons. No other piercings are permitted. In line with local authority policy, plasters over the ear are not allowed. To ensure that your child is not excluded from this compulsory area of the curriculum, we would like to advise that any ear piercing should be done at the beginning of the summer holiday to allow for adequate healing time.

Nails and Make Up

Acrylic/Gel nails, nail varnish and make up are not permitted in school and will need to be removed immediately.

Hair

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.

The school does not permit children to have 'extreme' haircuts that could serve as a distraction to other children.

Hairstyles and haircuts which are deemed too extreme such as tramlines, stars, shaved heads (no shorter than a number 1), extreme patterns, 'V' styles, mohican cuts or dyed, tipped or dipped hair are also forbidden.

Pupils with long hair should also tie it ALL back whilst in school for safety and hygiene reasons.

Temporary skin transfers or tattoos are also not permitted and we reserve the right to ask children to remove any other accessory which in our opinion constitutes a danger to the wearer, other children or staff.

Hunsbury Park Primary School is committed to creating a positive climate that will enable everyone to work free from harassment and to achieve their full potential.

10. Adverse weather

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

For hot temperatures, this includes wearing:

- Tops that cover the shoulder area.
- Sunglasses with UV protection when outside.

Pupils will be advised not to wear any jumpers or blazers during heatwaves.

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 will be advised to ensure that all pupils' clothing and footwear is clearly labelled with their name and year group.

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** by the chair of governors and the headteacher. The next scheduled review date for this policy is **April 2024**.

Any changes to this policy will be communicated to all staff, pupils, parents and other relevant stakeholders.