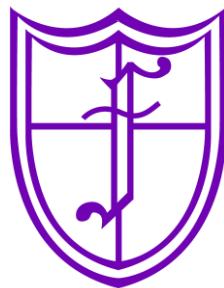




## Uniform Policy



**Date Written/Reviewed:** September 2025

**Next Review Date:** September 2026

**Person Responsible:** Sally Halls

**Signature of Principal**

*C. McClay*

**Date:** July 2025

*Checked by Link Trustees*

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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
- 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 SENDCo or Assistant SENDCo, 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

Our school has a duty to make sure that the uniform we require is affordable, in line with statutory guidance from the Department for Education (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo or a unique fabric/colour/design) cannot be purchased from a wide range of retailers and that requiring many such items limits parents/carers' ability to 'shop around' for a low price.

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
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability

- 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 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

#### Winter Uniform:

- Black or grey trousers/shorts
- Black or grey school skirt or pinafore
- Purple or white short-sleeved polo shirt (optional logo)
- Purple cardigan or jumper with logo (available from suppliers below or from second hand uniform sales)
- Black or white socks or tights
- Plain black shoes or trainers with no coloured logos
- Purple fleece with logo (optional)

#### Summer Uniform which can be worn in addition to the winter uniform:

- Purple gingham summer dress

#### PE Kit:

- Black shorts or plain black tracksuit bottoms (no short cycling shorts)
- Purple round neck t-shirt (optional logo)
- Plain black trainers
- Purple jumper or cardigan with logo (available from suppliers below or from second hand uniform sales)
- Plain black tracksuit top with no logos may be worn in colder months outside. These cannot be worn whilst in lessons (no hoodies or tops with hoods)

#### Outdoor learning:

- Plain black or blue jogging bottoms or leggings
- School t-shirt and jumper/cardigan
- Plain black trainers (wellies – weather dependent)

Children should come to school with clean, brushed hair. All long hair should be off the face so that it does not interfere with the child's learning.

No bracelets, necklaces or rings should be worn because of the risk of injury to the wearer or to another child. **A single pair of stud earrings may be worn in school.** We follow the Local Authority Health and Safety advice on the wearing of earrings during physical education and swimming. Children will have to remove their own earrings and place them in a small named container. After the physical activity they must replace their own earrings.

Watches can be worn in school but again, will have to be taken off before any activity.

#### **4.2 Where to purchase our uniform**

Uniform can be purchased from the following suppliers:

School Wear Centre  
96 Hamlet Ct Rd,  
Westcliff-on-Sea,  
Essex, SS0 7LP

Tel: 01702 300300

#### Schoolwear Centres

Crawlers Uniform Shop  
361 Hamstel Rd,  
Southend-on-Sea  
Essex, SS2 4LE

Tel: 01702 601274

#### Crawlers

Pre-loved Uniform sales are held throughout the year. You can also come into the school office to purchase pre-loved uniform when convenient.

Lots of our uniform can also be purchased from retailers such as Marks and Spencer, Sainsbury's, Tesco and George.

### **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
- 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 Vice-Principal 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 Vice Principal 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 the senior leadership team if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with in accordance with the school's published behaviour policy. We will deal with pupil non-compliance in a proportionate and fair way.

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 Trustees**

The Board of Trustees 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 school's uniform supplier arrangements must give the highest priority to cost and value for money.

## **6. Monitoring arrangements**

This policy will be reviewed annually. At every review, it will be approved by our Link Trustee.

## **7. Links to other policies**

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement

- Anti-bullying policy
- Complaints policy