

School Uniform Policy

Warden House Primary School



Approved by:

Date: July 2026

Local Academy Committee

Last reviewed on:

June 2026

Next review due by:

June 2027

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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 sex, disability, race, religion or belief, 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 or that most reflects their self-identified gender
 - ✓ 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 gender
 - ✓ Allow pupils to wear headscarves and other religious or cultural symbols
 - ✓ Allow pupils with sensory or physical needs to make adaptations to their uniform depending on their specific needs
 - ✓ Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to contact the school office team, who can answer questions about the policy and respond to any requests.
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3. Limiting the cost of school uniform

Our school recognised that it has a duty to make sure that the uniform we require is affordable and in line with statutory [guidance](#) from the Department for Education on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have 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' 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
- ✓ Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- ✓ 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 different year/class/house groups
- ✓ Avoiding different uniform requirements for extra-curricular activities
- ✓ Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- ✓ Making sure that arrangements are in place for parents to acquire second-hand uniform items
- ✓ Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- ✓ Consulting with parents 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 schools' uniform

Our school uniform consists of:

- Navy school sweatshirt or cardigan
- Grey or black school trousers, shorts, skirt or pinafore
- White shirt or polo shirt
- White, grey or black socks (unbranded)
- Black or grey tights
- Blue and white gingham summer dress
- Black footwear: Shoes must be plain black and 'sensible' i.e., flat shoes that fasten and are secure on a child's foot, enabling them to engage safely in all school activities. Trainers may also be worn, but the whole trainer, including the sole and laces, **must be plain black**. Flat black ankle boots are also permitted.

Expectations for PE and swimming kit

Pupils should wear the correct PE kit for games and PE lessons for reasons of comfort and safety. School PE kit consists of:

- Navy shorts or jogging bottoms
- Coloured team round neck t-shirt
- Navy hoodie (for use during colder weather)
- White, grey or black plain socks (unbranded)
- Trainers or plimsolls

All items of PE kit must be unbranded (no logos except the school logo) and plain. Please ensure all children come into school wearing their PE uniform on their allocated day.

Swimming

When taking part in swimming lessons, children need:

- Goggles
- Boys: Swimming trunks / shorter style swimming shorts
- Girls: Swimsuits (Bikinis or Tankinis should not be worn)
- Towel
- Swim bag
- Swimming hats are optional

Other Items

- For health and safety reasons we do not allow children to wear jewellery to school, with an exception being made for small earring studs in pierced ears and small objects of religious significance. However, we do ask children to remove these objects during PE lessons and games.
- Children should not come to school with dyed hair, shaved designs in their hair, Mohican or Mohawk styles.
- We ask that religious head coverings, such as hijabs, skull caps and turbans, are in line with school uniform colours (black, grey or navy blue.)
- Accessories, such as hairbands, should be black, grey, navy or royal blue and therefore in line with school uniform colours
- Separate trainers can be brought in to wear outside on the field during playtimes. Children will need to change back into their school shoes afterwards.

5. Where to purchase uniform

Parents can purchase our main uniform items from our named supplier “The School Wear Centre” The vast majority of items can also be purchased cheaply from a wide range of ‘high-street’ retailers such as supermarkets and other widely available clothes retailers.

The school has signed up to a “Deliver to school” option with “The School Wear Centre” in order to save on delivery costs. If parents choose this option, then there are no delivery costs, as their items will be delivered to school. You will be contacted by the school office when your items are ready to be collected.

Our PTFA regularly provide second-hand uniform sales before and after school, these sales are based outside the school office.

6. Expectations for our school community

6.1 Pupils

Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

On the school premises.

Travelling to and from school.

At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required).

Parents and carers are also expected to contact the headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

6.2 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 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 to arrive at a mutually acceptable outcome.

6.3 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 headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with class teachers in the first instance and then, if issues persist, be referred to team leaders and potentially other members of the senior leadership team if necessary.

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.

6.4 Governors

The school's Local Academy Committee (LAC) 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 and pupils

Offers a uniform that is appropriate, practical and safe for all pupils

The board will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money, for example by avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

7. Monitoring arrangements

This policy will be reviewed every two years by the headteacher. At every review, it will be approved by school's Local Academy Committee.

8. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy
- Safeguarding and Child Protection Policy