

Littledean Church of England Primary School and Pre-School



Uniform Policy

Aspiration - Resilience - Community

Statement of Intent

Littledean C of E Primary 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, the school will:

- 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.

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
- Children’s Wellbeing and Schools Act 2026
- DfE ‘Cost of school uniforms’
- DfE ‘School Admissions Code’
- DfE ‘Developing school uniform policy’
- Equality and Human Rights Commission ‘Preventing hair discrimination in schools’

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 appropriate, practical, accessible and affordable for all pupils, taking account of the cost of individual compulsory items and the overall cost of the uniform, including PE kit and any clothing required for school activities.
- Ensuring that the number of compulsory branded items of school uniform and PE kit does not exceed the statutory limit and that all branded items are kept to a minimum.
- Giving high priority to the cost and value for money of the school uniform and being able to demonstrate how best value for money has been achieved when developing or reviewing the uniform policy and supply arrangements.
- Ensuring that arrangements are in place for current and prospective parents to acquire second-hand uniform in a timely and accessible way, and that information about these arrangements is published on the school website.
- Ensuring compliance with the DfE's 'Cost of school uniforms' guidance.
- Processing and approving all eligible School Uniform Assistance Application Forms.
- Ensuring compliance with obligations under the Human Rights Act 1998 and the Equality Act 2010.

The Head Teacher 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 or amendment 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.
- the headteacher if their child requires an amendment or an exemption to the uniform rules, including where this relates to a protected characteristic, disability, medical need or other individual circumstance.
- Informing the school where they are experiencing difficulty meeting the cost of the uniform.
- 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 or an amendment.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

Cost Principles

The school will develop its uniform policy 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 cost of individual compulsory items and the total cost of the school uniform, taking into account all items of uniform or clothing parents will need to provide while their child is at the school.
- The school will ensure that no individual item is unnecessarily high cost and will take reasonable steps to minimise costs.
- The use of branded uniform items will be minimised in accordance with the branded items section of this policy.
- 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 and when they will be available to be purchased will be published on the school's website.

Principles in Practice

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 affordability of individual compulsory uniform items as well as the overall collection of uniform items that parents would need to purchase for a pupil. This will include consideration of the fact that parents may 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 or where spare items are likely to be needed.

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 seek to secure the best value for money from its uniform supply arrangements. Any savings negotiated with suppliers will be passed on to parents. The school will avoid single-supplier contracts unless regular tendering competitions are run where more than one supplier can compete for the contract and best value for money is secured. Where a single-supplier contract is used, it will be re-tendered at least every five years. The school will not enter into cashback 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.

Where changes to uniform specifications are necessary, the school will take reasonable steps to minimise the financial impact on parents, e.g. by allowing pupils to continue wearing existing uniform for a reasonable period where appropriate.

The above consideration to cost will also apply to the school's PE kit and clothing required for extracurricular activities. The school will avoid requiring additional uniform specifically for extracurricular activities or interschool competitions wherever possible. No pupil should feel unable to fully participate in PE, extracurricular activities or represent their class or the school because the required clothing is too expensive.

Branded Items

Whilst branded polo shirts, cardigans and jumpers are available to purchase there is no expectation that families do so, it is acceptable to wear a plain polo shirt and bottle green cardigan or jumper.

Pre-Loved Uniform

The school offers a range of pre-loved uniform which is available for a small donation. There are regular opportunities to access this throughout the year through the school's Mental Health and Wellbeing Lead.

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 relevant protected characteristics are:

- Sex
- Religion or belief
- Race (including colour, nationality, ethnic or national origin)
- Disability
- Gender reassignment
- Pregnancy

The school will ensure that parents and pupils are consulted over any significant changes to school uniform and will consider how proposed requirements may affect different groups represented within the school, particularly pupils who share protected characteristics or who may require adaptations or reasonable adjustments.

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.

If a requirement will affect a group with certain characteristics more than others, the school will:

- Carefully consider whether the requirement is the best way to achieve aims.
- Think about what mitigations could be put in place.
- Ensure that the requirement is justified and a proportionate means of achieving a legitimate aim to be lawful.
- Allow for flexibility to enable necessary exceptions.

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. The school will consider individual requests for adaptations to uniform requirements where necessary, including requests relating to gender reassignment or gender identity, taking account of its obligations under equality and human rights law.

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 act reasonably through consultation and dialogue when considering requests for adaptations to accommodate religious or belief requirements. Restrictions will only be imposed where justified, e.g. because of genuine health and safety, security, cohesion or good-order considerations

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:

- What flexibilities, adaptations, adjustments or alternatives might mitigate any negative impact on these pupils.
- Adopting a more comfortable or less restrictive uniform.
- Determining a more flexible policy that allows pupils to choose from a range of items so they feel more comfortable.

Where a pupil's needs cannot be met through the standard uniform requirements, the school will consider individual adaptations or alternatives. The school will make reasonable adjustments for disabled pupils where necessary to avoid unlawful discrimination.

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.

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.

School Uniform Supplier

Macron Store – Gloucester

0345 205 9121

<https://macronstoregloucester.com/school-shop/j-m/littledean-c-of-e-primary-school/>

Macron provides jumpers, polo shirts, t-shirts and cardigans with the school logo on. However all of the items can also be purchased, in the school colours, from a range of supermarkets. It is not an expectation that children wear any items with the school logo on.

Uniform

The school uniform is as follows:

- Bottle Green Sweatshirt or Cardigan
- White or Bottle Green Polo Shirt

- Black or Grey Trousers or Skirt
- Black, White or Grey Socks or Tights
- Dark flat shoes, trainers or boots – not open toed
- White and Green Gingham dress
- A Book Bag is advisable

PE Kit:

- Black Shorts
- Green T-shirt
- Trainers
- A plain coloured tracksuit for the colder days is optional

Jewellery

The school rules on jewellery are as follows:

- One pair of stud earrings may be worn – no other piercings are permitted.
- A smart and sensible wrist watch may be worn.

During PE lessons earrings will need to be removed or be taped over.

Labelling and Lost Property

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

Lost property will be put in the back playground on a regular basis for parents to claim. If items are not claimed they will be donated to the pre-loved uniform sale.

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy
- Public Sector Equality Duty

Date of policy review: September 2026

Approved by Full Governing Board

Date of next review: September 2027