



Policy Document

Holy Trinity Church of England
Nursery and Primary School

Uniform Policy

October 2024

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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, race, religion or belief, and gender reassignment.

To avoid discrimination, our school will:

- ♥ Avoid listing uniform items based on sex, to allow all pupils 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 the way that is appropriate for school yet makes them feel most comfortable
- ♥ Allow pupils to request changes to swimwear for religious reasons
- ♥ Allow pupils to wear headscarves and other religious or cultural symbols
- ♥ Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the Head Teacher via the school office who can answer questions about the policy and respond to any requests

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 on the cost of school uniforms.

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 or long-lasting items, such as ties
- ♥ Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, if 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 school's uniform

Nursery Uniform options

Day-to-day wear

- ♥ White-collared top (polo top, shirt, blouse)
- ♥ Black or grey trousers, tailored shorts, skirt, pinafore (no leggings or denim)
- ♥ Red sweatshirt or cardigan, preferably with school logo, although not compulsory

OR

- ♥ Any red-check pattern item (dresses, playsuits, two-piece set)
- ♥ Bright red sweatshirt or cardigan, preferably with school logo, although not compulsory
- ♥ Black, white or grey tights or socks
- ♥ Black shoes (not trainers or boots)

Reception through to Year 6 - Uniform options

Day-to-day wear

- ♥ White-collared top (polo top, shirt, blouse)
- ♥ Black or grey trousers, tailored shorts, skirt, pinafore (no leggings or denim)

OR

- ♥ Any Royal Blue (not light blue) check pattern item (dresses, playsuits, two-piece set)
- ♥ Royal blue sweatshirt or cardigan, preferably with school logo, although not compulsory
- ♥ Black, white or grey tights or socks
- ♥ Black shoes (not trainers or boots). Please ensure your child can independently manage the shoe fastening of the shoes he or she wears to school e.g. Velcro, buckles or laces. Support your child from Year 1 upwards to learn to tie their laces.

P.E. kit

- ♥ Plain white T-shirt (optional T-shirt with school logo available)
- ♥ Plain house colour t-shirt for House events e.g. annual sports day
- ♥ Black or navy P.E. shorts or joggers
- ♥ Plimsolls or trainers
- ♥ Swimming trunks or shorts or a one-piece swimsuit (only for year groups which have swimming lessons)

All pupils: Nursery to Year 6 - Outerwear

- ♥ Water-resistant jacket or coat
- ♥ Wellington boots (optional during wet weather, regular shoes must be bought to change into)

Hair and Jewellery

- ♥ All long hair must be tied back
- ♥ Cultural/religious hair coverings should be in black or navy.
- ♥ Hair, including extensions, should be of a natural colour only.
- ♥ Stud earrings are the *only* type of earrings which CAN be worn to school; however, they must be taken out for PE.

- ♥ **All earrings and other items of jewellery MUST be removed for swimming sessions.**
- ♥ A Kara (Sikh bangle) may be worn, this should be covered with a sweatband for P.E. sessions.
- ♥ Necklaces/neck chains or bracelets are **not** to be worn at any time.
- ♥ Watches may be worn in school if they do not have internet connectivity.

4.2 Where to purchase the uniform:

- ♥ All non-branded items can be purchased from supermarket chains.
- ♥ Items with school logos/badges (optional) can be ordered from Monkhouse - <https://www.monkhouse.com/>

5. Expectations for our school community

5.1 Pupils

Pupils are expected to always wear the correct uniform (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)

Pupils are also expected to contact the Head Teacher if they want to request an amendment to the uniform policy concerning 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 are also expected to contact the Head Teacher if they want to request an amendment to the uniform policy about:

- ♥ Their child's protected characteristics
- ♥ The cost of the uniform
- ♥ 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.

5.3 Staff

Staff will closely monitor pupils to make sure they are in the correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply but will follow up with the Head Teacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by a member of the Senior Leadership Team.

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 Governors

The governing board 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.

6. Monitoring arrangements

This policy will be reviewed annually by the Head Teacher and Governing Body. At every review, it will be approved by the full governing board.

7. Links to other policies

This policy is linked to our:

- ♥ Behaviour and Anti-bullying policy
- ♥ Equality information and objectives statement
- ♥ Complaints policy