Policy Document for: Main stream School uniform
Due for Review: Autumn 2027

Additions/amendments in this version

	Full review of policy

We strongly agree with the Secretary for State for Education Nadhim Zahawi that, 'School uniform provides a sense of identity and community for children and young people, and should be a real sense of pride. But it must never be a burden for parents or a barrier to pupils accessing education

We believe that school uniform plays an important part in:

- Supporting positive behaviour and discipline;
- Is practical and distinctive to the school;
- Is not distracting in class;
- Makes children feel equal to one another in terms of appearance to reduce peer pressure and bullying to wear the latest fashions or expensive clothes
- Developing and promoting the ethos of the school;
- Supporting teaching and learning;
- Promoting a sense of pride in the school;
- Promoting a sense of community and belonging towards the school;
- Promoting equality;
- Supporting health and safety;
- Setting an appropriate tone for education; and
- Creating a common identity amongst pupils regardless of background and therefore acting as a social leveller

We acknowledge that we have an obligation under the Human Rights Act 1998 to protect and to accommodate the rights of individuals to display their religious or cultural dress. Any request based on social or cultural grounds for pupils to wear other items of clothing, other than or in addition to the specified school uniform, will be considered. We have a moral duty to keep costs low for parents and carers. Therefore, we will ensure our school uniform is affordable and provides the best value.

This is informed by Cost of school uniforms - GOV.UK which, alongside the Children's Wellbeing and Schools Bill works with the Government plans to introduce rules to limit the cost of school uniforms. Schools are expected to be banned from requiring any more than 3 branded items across the school year once it passes into law (expected to come into force in Sept 2026). (added Sept 25)

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

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 schools will:

- Avoid listing uniform items based on gender, 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 which must be tied back
- Allow all pupils to style their hair in a way that is appropriate for school and makes them feel most comfortable. It is not permitted to have stripes, names, patterns or logos cut into the hair. Hair should be natural in colour.
- 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. These should be plain in black, white, grey or school colour
- If pupils choose to wear a skirt or dress, they can optionally wear black or grey shorts underneath
- On the grounds of health and safety, pupils are not allowed to wear jewellery at school, except a watch, one plain small round stud with no design or decoration worn at the bottom of each ear lobe. The exception to this will be to reflect religious requirements.
- Earrings must be able to be removed by the pupil for PE lessons, or by the parent/carer on the day of PE. **We encourage parents/carers who wish to have their child's ears pierced to have this done at the start of the summer holidays so they are healed before the new term starts**. The schools cannot take responsibility for any jewellery bought into school, worn by pupils or in their belongings
- No silicon earrings are allowed for PE in line with AFPE guidance (added Oct 26)
- Pupils should not have nail varnish, false nails or tattoos
- 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 Head, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

The Halo code

(added Sept 25)

Our schools have a diverse population and we are following the Halo code for the right of children (and staff) to embrace Afro-hairstyles Halo Collective | Halo Collective | End Hair Discrimination In our schools, we recognise and celebrate our pupils' and colleagues' identities. We are a community built on an ethos of equality and respect where hair texture and style have no bearing on a pupils' or staff member's ability to succeed.

No Black staff or pupils should have to change their natural or protective hairstyle in order to thrive at our school. We hope that the Halo Code will move us one step closer to a world free from

discrimination, where all Black members of our community have their identities fully recognised and celebrated.

The Code: "Our school champions the right of staff and students to embrace all Afro-hairstyles. We acknowledge that Afro-textured hair is an important part of our Black staff and students' racial, ethnic, cultural, and religious identities, and requires specific styling for hair health and maintenance. We welcome Afro-textured hair worn in all styles. At this school, we recognise and celebrate our staff and students' identities. We are a community built on an ethos of equality and respect where hair texture and style have no bearing on anyone's ability to succeed."

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:

- If branded, is available at several stockists
- Restricting the items requiring school branding. This list can be seen on each school website
- Is widely available in supermarkets and other shops
- Is available at a reasonable cost
- Provides 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
- Providing an iron on badge which can be added to non-branded clothing
- 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
- Enabling children to wear PE kit in inter Trust competitions and make available suitable branded school kit for inter-school competitions
- Offering 'uniform recycling events' to support our Trust aims to become more sustainable, promote care for the environment and ensure our uniform has a second life
- 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
- Considering carefully any 'event' days in schools and what children could be asked to wear such as World Book day, Red Nose day and so on so that these do not provide a financial burden for parents

See each school website for the uniform and branded items with stockists.

Non uniform days and 'event' days

We give careful consideration in our schools to the clothing which could be worn on non-uniform days and 'event' days such as World Book Day.

- Pupils are allowed to have dyed hair for event days (such as red for Red Nose day) if they wish to do so.
- Long hair should continue to be tied back for health & safety reasons

- Footwear should continue to be appropriate for school i.e. no high heels
- Jewellery should continue to be limited for health & safety reasons
- Clothing should be modest e.g. no crop tops or hot pant gym wear type items.

The clothing expectations are carefully considered so that parents are not required to buy additional items (added Sept 25)

Expectations for school uniform

Each school has different uniform which is listed on the websites:
Iwade: Iwade School - Uniform (iwade-ba-mat.org.uk)
Bobbing: Bobbing Village School - Uniform (bobbing-ba-mat.org.uk)
Grove Park: Grove Park School - School Uniform (grovepark-ba-mat.org.uk)

We know that for some children, wearing specific clothing can be uncomfortable, restrictive and create sensory overwhelm which reduces their engagement with learning and school activities and has a negative impact on wellbeing. Therefore, these uniform requirements can be adapted to meet the needs of these individual pupils. Where adjustments and adaptations are required, these should be discussed with the Head of School, and all reasonable requests will be granted.

Forest school

Our mainstream schools offer Forest school sessions which may be hosted on their own site, or another Trust school site. The school websites set out what clothing and footwear expectations are in place for Forest School.

Swimming lessons

There is no school swimming uniform; however, children are required to bring:-

- Swimming trunks
- One-piece swimsuits (two-piece swimsuits are not allowed)
- A suitable towel (must be dry and large enough for your child to dry themselves)
- Goggles if preferred
- Swim cap if preferred

We allow pupils with sensory or physical needs to make reasonable adaptations to their swimming clothing depending on their specific needs.

Off site visits and school trips

Pupils must continue to wear their school uniform for off site visits/trips, unless this has been specified differently in the trip arrangements.

Where to purchase school uniform

Details of the suppliers are shown on each school website as linked above.

Each school offers 'uniform recycling' events as part of our commitment to sustainability and also to ensure all our uniform can have a second life. Each school shares the dates of these events with their parents/ carers. The Family Liaison Officers in each school can also be contacted to get information about our uniform recycling.

Expectations for our school community

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

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

Please ensure all uniform items, including those only worn in cold or wet weather are suitably named. It is very difficult to reunite children with lost, unnamed uniform.

Parents/carers are also expected to contact the Head 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.

Staff

Staff will 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 Assistant Head or Head if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Assistant Head or FLO in each school through communication with the parent/carers

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.

Governors

The local governing body 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 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.

What has been considered in this policy review?

(added Sept 25)

Area of consideration		Expectation in mainstream schools
Limit costs and ensure value for money	Do you have items with distinctive characteristics that mean parents or carers can't buy them at a range of retailers (i.e. a branded item)?	Any branded items are available at more than 1 stockist Iron on badges with logos are available to reduce costs
	Do parents need to buy branded items in multiples?	No
	Can you reduce the cost of branded items while still making sure they represent value for money?	Yes by using supermarket clothing and adding an iron on badge for jumpers/cardigans
	For items that pupils could also wear on non-school days (such as coats, bags and shoes), do you require specific characteristics?	Plain and widely accessible colours are requested
	Do you have optional branded items?	Fleeces can be branded by are not expected
	Do you have any policy variation for different year/class/house groups?	Children need a PE t shirt in their STEAM team colour but these are chosen based on wide availability and cheap cost
	Do you have items that are only required for extra-curricular activities or interschool competitions?	School competition tops are provided by the school where needed
Consideration under Equality Act	Do you list items in your policy based on sex (i.e. girls' uniform and boys' uniform)?	No
	Does your policy put anyone at a particular disadvantage because of their sex or gender reassignment?	No
	Does your policy put anyone at a particular disadvantage because of their race?	No – we are members of the Halo collective
	Does your policy put anyone at a particular disadvantage because of their religion or belief?	No
	Do you specify that you'll allow for adaptations to your policy for pupils with protected characteristics?	Yes – children with sensory needs – Parents and carers should contact the Head of the relevant school
Enforcement of the policy	Are any parts of the policy hard to enforce?	Shoes – many children would like to wear branded trainers but these create a social divide. Plain black shoes or trainers are required which are widely available at a range of costs and from a range of stockists
	Have you received any negative feedback about aspects of your existing policy?	No