



**Being safe, being  
respectful, being *our* best**



Ready Robert



Resilient  
Rosie



Resourceful  
Roy



Reflective  
Rhianna



Responsible  
Ruben & Ruby

# Earith Primary School: School Uniform Policy

Last reviewed on: March 2025

Next review due by: March 2026

Persons responsible: Thomas Abbs, Head  
Teacher, Debbie Rudwick, SBM

Ratified by LGB: March 2025

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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.
- 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 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 e.g. for PE/sports).
- 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/their parents to get in touch with Mr. T Abbs, Head Teacher, 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 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.

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary.
- Limiting items with distinctive characteristics to low-cost or long-lasting items.
- Considering cheaper alternatives to school-branded items.
- Keeping the number of optional, branded items to a minimum.
- Avoiding specific requirements for items pupils could wear on event/extra-curricular days.
- Avoiding different uniform requirements for different year or class groups.
  
- 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.

Please note: historical consultations with parents:

-majority of parents who responded to our survey, wished to sustain 'green' (as an optional extra) for Year 6s to wear in Academic Year 2022/23 & 2023/24.

-the above, 'green' option was also reaffirmed in February 2024 for Academic Year 2024/2025 & 2025/2026 following an additional survey

-parents were also consulted about their views on school PE kit in February 2024 – views which are reflected in the table of uniform requirements below (for policy review: March 2024).

-parents were consulted about Leavers' hoodies for Year 6s. These are part of Earith Primary School 'legacy'; funded each year by FOES. Parental feedback suggests appreciation receiving them earlier on in the school year e.g during the Autumn Term for pupils to wear during the winter months

#### 4. Expectations for school uniform

At Earith Primary we hope that children learn to take pride in themselves and our school. They also need to feel comfortable so that they achieve to the best of their abilities. We feel that the uniform achieves these aims and therefore reinforces our school behaviour code and our core values (the 5Rs):

##### 4.1 Our School's Uniform

<b>School Uniform</b>	<b>Colour</b>
<b>Trousers, Skirt or Pinafores</b>	<b>Plain black or grey</b>
<b>Tights and Socks</b>	<b>Plain black, grey, red or white</b>
<b>Summer Shorts/Culottes</b>	<b>Plain black or grey</b>
<b>Summer Dress</b>	<b>Red/white check or stripe</b>
<b>Shirts (long or short sleeved)</b>	<b>Plain white, grey or red</b>
<b>Sweatshirts, Jumpers/Tops or Cardigans</b>	<b>Plain red Green (Year 6 only)</b>
<b>Year 6 Leavers' Hoodies (Year 6 only can wear)</b>	<b>Children vote from a number of colours and shades provided to them by the Head Teacher</b>
<b>Shoes Trainers</b>	<b>Plain black or grey Black</b>
<b>PE Kit: Indoor</b>	<b>Colour</b>
<b>Shorts</b>	<b>Plain red, blue, grey, white or black</b>
<b>T Shirt</b>	<b>Plain red, blue, grey, white or black</b>
<b>PE Kit: Footwear</b>	<b>Colour</b>
<b>Trainers</b>	<b>Any</b>
<b>Ankle/trainer socks</b>	<b>Plain black or white</b>
<b>PE Kit: Outdoor</b>	<b>Colour</b>

Tracksuit tops, bottoms, joggers, leggings, sweatshirts, hoodies, shorts, T shirts, skirts/skorts	Plain red, blue, grey, white or black
<b>Swimming</b>	<b>Colour</b>
<b>Costume, one piece</b>	<b>Any</b>

*\*Plain in the table above refers to plain, single colour garments only. No visible logos, stripes, patterns etc are allowed. The only exception being current Year 6s wearing current hoodies and children wearing Earith primary School jumpers. A letter to parents giving further information was also sent on 26.3.24.*

**Hair:** All pupils may choose to grow their hair long or keep it short. However, all pupils with hair that is long or hair that is possible to tie up, should wear their hair tied up. This is for health and safety reasons to stop hair becoming entangled in school equipment, accidentally becoming tugged or pulled during break times and to ensure that pupils can see their work clearly. Hair should be of a natural colour and not dyed.

**Nails:** Pupils should not wear nail varnish, false nails and “gelled” nails.

**Make-Up:** should not be worn, nor should temporary tattoos.

**Jewellery:** must not be worn to school **with the exception of a wrist watch for telling the time (not multi-functional & distracting e.g. computer linked) or small, rounded stud earrings.** Jewellery must be removed by your child, or at home, prior to any physical education including swimming.

#### 4.2 Where to purchase it

Earith logo items are available via Chroma (details are on the school website) and samples are available in the school office. **However, no Earith branded item of clothing is compulsory at our school.**

Parents can source **any of the items described in the table above from their preferred outlet.**

A selection of second-hand uniform is available at the school office

If you have any questions, concerns or feedback about school uniform, please call or email our School Business Manger to discuss this further.

### 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.
- 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).

There may be other occasions where the Head Teacher considers it appropriate to deviate from standard school uniform practices/routines e.g. making it permissible for children to wear PE kit during hot days; Year 6 being allowed to wear their ‘hoodies’, for example.

Pupils are also expected to contact Mr Abbs, Head Teacher, if they want to request an amendment to the uniform policy in relation to their protected characteristics.

#### 5.2 Parents

Parents 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 Mr Abbs, Head Teacher, 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 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 monitor the adoption of the school uniform policy and report to the Head Teacher as appropriate. Feedback may be shared with parents.

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

The governing body 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. At every review, it will be approved by the Local Governing Body.

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

This policy is linked to our:

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