



FAIRFIELD PRIMARY SCHOOL

Uniform Policy

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Signed:	
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1.0 Statement of Intent

Fairfield Primary School believes that a consistent School Uniform Policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

This policy lays out the steps school has taken to ensure a consistent, fair and inclusive Uniform Policy, to implement a uniform that reflects the needs of all pupils and is affordable and the best value for money for the school and pupils' families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable and dressed in such a way that sets an appropriate tone for education.

2.0 Legal Framework

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018

This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'

This policy operates in conjunction with the following Trust and school policies:

- Complaints Policy and Procedure
- School level Behaviour Policy
- Equality Statement

3.0 Roles and Responsibilities

The Headteacher/Head of School is responsible for:

- Enforcing Uniform Policy on a day-to-day basis.
- Ensuring that school-based staff understand this Policy and what to do if a pupil is in breach of the policy.
- Listening to the opinions of the school community in regard to the school's uniform.
- Engaging with the Trust Executive prior to any uniform changes.

Staff members are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Praising pupils who fully support and wear their uniform correctly.

- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents/carers are responsible for:

- Providing their children with the correct school uniform as detailed in this Policy.
- Informing the Headteacher/Head of School if their child requires a more relaxed uniform policy for a period of time, including why (e.g. medical reasons).
- Ensuring that their child's uniform is clean, presentable and the correct size.
- Naming/Labelling.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless a member of school staff has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

4.0 Cost Principles

The school is committed to ensuring that our school uniforms are affordable and accessible to all pupils, and does not place an unreasonable financial burden on parents/carers.

In accordance with the 'School Admissions Code', the Headteacher will ensure that the Uniform Policy does not discourage parents from applying for a place for their school.

The Headteacher will assess the overall cost implications of the 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 due to costs.

The Headteacher will evaluate the cost of the standard school uniform based on the overall collection of uniform items that parents/carers would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents/carers will 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.

The Headteacher will ensure that there are no variations in the school uniform for different groups of pupils, e.g. year group-specific items, to ensure that pupils can get the most wear out of their uniform possible and that parents can pass some items down to younger siblings.

The school is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school will not amend school uniform requirements regularly and will take the views of parents/carers and pupils into account when considering any changes to the school uniforms.

5.0 Equality Principles

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously, and aims to ensure that the Uniform Policy is as inclusive as possible so that all pupils are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are.

The school will work to ensure that school uniform costs do not disproportionately affect any pupils by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out in section 4.

The school will ensure that parents/carers and pupils are consulted over any changes to school uniform, and that views and advice is sought specifically from pupils, and parents of pupils, who:

- Are transgender, including non-binary pupils.
- Have SEND and/or sensory needs.
- Are of a religious or cultural background that has dress requirements.

Our school will ensure that pupils who are required to follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The school will endeavour to meet all requests for amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual pupils are weighed against any health and safety concerns for the entire school community.

The school will ensure that the needs of pupils with SEND and/or sensory difficulties are considered in the school Uniform Policy however, where the needs of these pupils cannot be met in the standard Uniform Policy, individual adaptations to the uniform will be considered and permitted wherever possible.

6.0 Complaints and Challenges

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with its Complaints Policy.

To make a complaint, parents/carers should refer to the Complaints Policy which can be found on the website and follow the guidance.

When a complaint is received, we will work with parents/carers to arrive at a mutually acceptable outcome.

The Headteacher/ Head of School are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

7.0 School uniform supplier

For un-branded goods, we do not have a preferred supplier. Parents and carers are able to purchase uniform from a range of retailers. See appendix 1 for details of the branded items.

8.0 Uniform assistance

School clothing vouchers are available to those families who are eligible for free school meals. Please see the Cumberland website for further details: [Apply for free school meals and school clothing vouchers](#)

Parents and carers who require assistance with school uniform should contact the school office. This includes the details of its extensive, weekly second-hand uniform shop/offer.

9.0 Non-compliance

If a child is repeatedly not adhering to this Uniform Policy, the Headteacher/Head of School will engage with the parent/carers to provide support to enable their child to adhere to this policy.

Where a child has a disability or medical condition that means wearing the specified uniform could be problematic or could impair them, appropriate adaptations can be made to this Policy to ensure their well-being and that their ability to access the curriculum is not affected.

10.0 Jewellery & Accessories

We encourage children not to wear any jewellery or accessories during school time.

Exceptions to this are, small studded earrings which must be covered for PE lessons, small jewellery/accessories related to religious observance and watches (not smart watches). Children may be asked to remove any accessory in the event that there is a risk to Health and Safety.

11.0 Hairstyles

The school reserves the right to make a judgement on where pupils' hairstyles or hair colours are inappropriate for the school environment; however, will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be taken into account where any judgements on appropriateness are to be made, and parents/carers will always have the freedom to complain via the Complaints Policy.

Hair should be kept to a simple style with no artificial colours. Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a Health and Safety risk. Long hair must be tied up during practical lessons, e.g. during PE.

12.0 Make-up

We do not permit the wearing of make-up in school. Similarly, false nails or extensions are not permitted.

13.0 Adverse weather

All pupils are required to wear clothing appropriate to the prevailing weather conditions.

14.0 Labelling

All pupils' clothing and footwear should be clearly labelled with their name.

15.0 Public Sector Equality Duty (Equality Act 2010)

In preparing or amending this Policy, the author has given due regard to the Public Sector Equality Duty; that is, they have considered any potential impact on people who share certain protected characteristics. These protected characteristics are defined as: race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment

Appendix 1: School uniform

It is not essential that items are branded but they must follow the style colouring defined in our Policy. Our branded (and unbranded) items can be purchased through Coniston Embroidery. Orders will be individually bagged with the pupil's name and delivered to Fairfield School, orders will be collated and sent together.

All garments can be exchanged as long as they are unworn and if you bring them back to school we will arrange for them to be returned to the company; we will send out the replacement garments when they are received.

In school holidays orders can still be placed and in particular, during the summer school holiday, we will endeavour to have all orders available for collection (during INSET days) before term starts.

There is always an option to have the garments sent to home with a postage cost - orders can be ordered between people to save on the costs but they will only be delivered to the one address.

PLEASE NOTE UNIFORM IS NOT HELD IN STOCK BUT MADE TO ORDER, PLEASE ALLOW 10-14 DAYS FOR DELIVERY, THIS CAN EXTEND TO 4 WEEKS OVER THE SUMMER HOLIDAYS DUE TO THE VOLUME OF ORDERS WE RECEIVE AT THIS TIME.

Footwear: Plain Black (no logos) Socks: plain (grey or black) Tights: plain (white, grey or black) All available at any retailer
Trousers/Shorts: Plain black or dark grey – available at any retailer
Skirts: Plain black or dark grey – available at any retailer
Polo Shirts: White or burgundy polo shirts – available at any retailer (plain) or branded
Jumper/Cardigan: Burgundy jumpers or cardigans - available at any retailer (plain) or branded
Gingham dress: grey, yellow/white or burgundy/white – available at any retailer
PE Kit: burgundy shorts and a plain white t-shirt – available at any retailer (plain) or branded

At times, a school branded sports/team kit is provided to children representing the school for the event only.

A School sweatshirt - Junior sizes

50% Combed
ring spun cotton, 50%
Polyester

[VIEW PRODUCT](#)

Price from £8.95

B School sweatshirt - Adult sizes

50% Combed
ring spun cotton, 50%
Polyester

[VIEW PRODUCT](#)

Price from £12.50

C Sweatshirt Cardigan- Upto age 13

45% Acrylic
30% Cotton
15% Polyester
10% Mixed Fibres
270 GSM

[VIEW PRODUCT](#)

Price from £11.95

D Sweatshirt Cardigan - adult sizes

45% Acrylic
30% Cotton
15% Polyester
10% Mixed Fibres
270 GSM

[VIEW PRODUCT](#)

Price from £13.95

E Polo shirt - White - upto Age 13

65% Polyester
35% Cotton
210 GSM
Heavyweight

[VIEW PRODUCT](#)

Price from £7.00

Enhanced-viz book bag

Namecard holder
Enhanced-viz
reflective panel Rip-
Strip™ closure

[VIEW PRODUCT](#)

Price from £7.14

F Polo shirt- Burgundy Upto age 13

65% Polyester
35% Cotton
220 GSM
Heavyweight

[VIEW PRODUCT](#)

Price from £7.70

G Polo shirt - White Adult sizes

65% Polyester
35% Cotton
210 GSM
Heavyweight

[VIEW PRODUCT](#)

Price from £8.45

H Polo shirt - Burgundy - Adult sizes

65% Polyester
35% Cotton
210 GSM
Heavyweight

[VIEW PRODUCT](#)

Price from £9.15

I PE t-shirt - Junior sizes

100% Ringspun cotton

[VIEW PRODUCT](#)

Price from £4.95

J PE t-shirt - Adult sizes

100% Ringspun cotton

[VIEW PRODUCT](#)

Price from £5.95

Junior original 5-panel cap

Rip-Strip™ size
adjuster. Child-safe
secure button

[VIEW PRODUCT](#)

Price from £6.00

K PE shorts

100% polyester Fully
elasticated waist Self-
coloured drawstring
Self-striped

[VIEW PRODUCT](#)

Price from £5.10

Kids woolly ski hat

100% Soft-feel
PolyAcrylic Heavy
weight knitted winter
hat, double thickness
for extra warmth

[VIEW PRODUCT](#)

Price from £6.00

L Gingham dress with Scrunchie

75% Polyester
25% Viscose

[VIEW PRODUCT](#)

Price from £13.20