



School Uniform Policy

Together We Succeed

Aim

To provide an overview of school uniform at Shelley First School.

Overview

Shelley First 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.

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 developing our school uniform policy, school has sought to:

- Engage with parents and pupils and understand difficulties and preferences.

- Consider how their 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.
- 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.

School Uniform

School's current school uniform supplier can be found on the [website](#) . Uniform items can also be purchased from a number of clothing retailers and supermarkets. In line with Government guidance (2024) on school uniform, school have endeavoured to reduce the cost of the uniform and the number of school branded items, to ensure that uniform is affordable for all. The school jumper does not have to be embroidered with the school's logo, although where possible we would prefer this, believing that it supports the tone of the whole school community, the ethos of the school and a sense of identity and belonging for the children.

School's current uniform guidelines are below but can be found on the [website](#):

- Embroidered School Logo Royal Blue Jumper or Cardigan
- White or Gold Polo Shirt
- Grey or Black Trousers/Skirts/Pinafore Dress
- Smart Black School Shoes
- School Book bag (to fit in each child's drawer)

P.E. KIT

- Indoor Kit: Navy or Black shorts and a plain white t-shirt
- Outdoor Kit: Plain white t-shirt, plain navy or black long sleeve top, hoodie or tracksuit top, jogging bottoms and suitable sports footwear.
- Please note children require suitable sport footwear for P.E. - Pumps are not suitable as they are not supportive and can often come undone.

If you find yourself in a position where you would benefit from a free school uniform, Uniform Exchange, a Huddersfield based local charity can help. Click the link [here](#) to make an application - anyone can access this service. If you find you have uniform items that you no longer require or have outgrown you can donate them to Uniform Exchange. Details of how to use the service are available on the website.

Please note that track-suits, designer trainers Bermuda shorts, cycling shorts and denim jeans do not encourage a 'working atmosphere' and should not be worn in substitute for school uniform items.

Please ensure that all clothing and footwear (especially wellingtons!) are clearly labelled with your child's name. In line with Trust policy, lost property not claimed will be disposed of once a month. Prior to this, lost property will be stored in the lost property boxes in school.

Where children have pierced ears, only studs or sleepers should be worn. For safety reasons children will need to remove earrings for games and physical education and will need to be able to do this independently. Children can wear a wristwatch but please do not send them with any other type of jewellery. Nail varnish and make up is not permitted.

1. 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
- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'

This policy operates in conjunction with the following school policies:

- Complaints Policy
- Behaviour Policy
- Equality Policy
- Tendering and Procurement Policy

2. Roles and responsibilities

The Trust Board is responsible for:

- The implementation for this policy

The Headteacher at Shelley First School is responsible for:

- Defining whether uniform in all or part, is compulsory, advisory or optional
- Establishing, in consultation with the 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 accessible and affordable.
- Demonstrating in this policy how best value for money has been achieved.
- Ensuring compliance with the DfE's ['Cost of school uniforms'](#) guidance.
- Processing and approving all eligible School Uniform Assistance Application Forms.

School senior leaders are 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.
- Providing pupils with an exemption letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting shirt.

Teachers are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Where appropriate, 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.
- Support pupils and parents to comply with the policy

Parents are responsible for:

- Providing their children with the correct school uniform as detailed by the school.
- Informing the headteacher if their child requires an exemption to the uniform rules for a period of time, with a reason why.
- 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.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community and complying with this wherever possible.

3. Cost principles

School understands that the cost of school uniform can be a challenge and has developed this policy with the following starting principles:

- The school will seek to ensure that the uniform is affordable. In so doing, the school will consider the total cost of school uniforms, taking into account all items of uniform or clothing parents will need to provide while their child is at the school.
- The school will seek to keep the use of branded items to a minimum.

Principles in practice

In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform requirements do not discourage parents from applying for a place for their child.

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 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 cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items.

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 work with multiple suppliers to obtain the best value for money possible. The school will not enter into exclusive single-supplier contracts or cash-back 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.

4. Equality principles

The Trust takes its legal obligation to avoid unlawfully discriminating against any pupil very seriously.

In line with the above, the Trust and 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.

School will ensure that parents and pupils are consulted over any changes to school uniform.

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 Policy.

Information on how the school ensures its uniform policy does not discriminate against pupils with specific protected characteristics is outlined below.

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. Transgender pupils are supported to access the uniform that best reflects their gender expression in line with the LGBTQ+ Policy.

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.

Where a parent/carer wishes an addition or amendment to the school's specified uniform on religious grounds they should contact the school.

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 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:

- Ensuring the school uniform uses soft, stretchy fabrics and avoids intricate buttons or hard seams.

- Allowing variations to the standard uniform for pupils whose medical conditions may impact how they dress, e.g. pupils with casts who require loose-fitting clothing or pupils with hair loss-related conditions who wish to wear head coverings.

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. Adaptations will be made in agreement with the SENDCo and based on completion of a formal sensory profile. Parents should contact the SENDCo for any consideration of adaptations.

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.

5. Complaints and challenges

School will endeavour to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Policy.

The school will refer individuals who wish to complain to the Complaints 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.

The school has an agreed procedure in place with its uniform supplier to deal with complaints about the supply and quality of uniforms.

In considering a complaint, parents should be aware that teachers can sanction pupils for breaching the school's rules on appearance or uniform where the school have deemed uniform to be compulsory. The school expects this to be carried out in accordance with the school's published behaviour policy. The school aims to deal with pupil non-compliance in a proportionate and fair way.

6. School uniform supplier

School's current school uniform supplier can be found on the [website](#)

7. School uniform

The school uniform for the school can also be found on the [website](#)

8. Labelling and lost property

Parents are advised to ensure that all pupils' clothing and footwear is clearly labelled with their name and year group.

Any lost clothing will be taken to the lost property boxes in school. All lost property will be retained for one month and will be disposed of if it is not collected within this time.

9. Monitoring and review

This policy provides an overview of the parameters related to uniform in all Trust schools. This policy will be review once every 5 years.