



Let Your Light Shine'
(Matthew 5.v16)

School Uniform Policy

Approval Date: Autumn Term 2025

Review Date: Autumn Term 2026

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1. Statement of Intent

St. Stephen's CE 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 students, regardless of their protected characteristics or socio-economic circumstances.

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

2. 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 school policies:

- ☐ Complaints Procedures Policy
- ☐ Behaviour Policy

3. Roles and Responsibilities

The Governing Body is responsible for:

- ☐ Establishing, in consultation with the headteacher and school community, a school uniform that accurately reflects the school's vision and values.
- ☐ Ensuring that the school's uniform is accessible and inclusive, and does not disadvantage any student by virtue of their protected characteristics or socio-economic status.
- ☐ Ensuring that the school's uniform is accessible and affordable.
- ☐ Demonstrating how best value for money has been achieved in the uniform policy.
- ☐ Ensuring compliance with the DfE's '[Cost of school uniforms](#)' guidance.

The headteacher is responsible for:

- ☐ Enforcing the school's uniform on a day-to-day basis.
- ☐ Ensuring that teachers understand this policy and what to do if a student is in breach of the policy.
- ☐ Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing board.

Staff members are responsible for:

- ☐ Ensuring that students dress in accordance with this policy at all times.
- ☐ Ensuring that students 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 if their child requires a more relaxed uniform policy for a period of time, including why.
- Ensuring that their child's uniform is clean and presentable.

Students are responsible for:

- Wearing the correct uniform at all times, unless an exemption has been granted.

4. Cost Principles

The school is committed to ensuring that its school uniform is affordable and accessible to all students, and does not place an unreasonable financial burden on parents/carers.

In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform policy does 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.

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 student, 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 school keeps branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, including by virtue of logos, colours, design and fabrics. Where the school decides to require an item of branded clothing, it will conduct an assessment to ensure prices are kept as low as possible, e.g. by offering sew- or iron-on logo badges for jumpers that can be bought at retailers instead of requiring special branded jumpers.

The school sweatshirt/cardigan is the only branded item of uniform which is compulsory and these can be purchased from our uniform supplier. We are also able to supply iron on/sew on school badges which can be added to plain sweatshirts/cardigans/polo shirts at a cost of £4.00 each.

All other items can be bought from any supermarket or clothing store and do not need to have the school logo on. Parents do have the option to purchase branded items such as polo shirts, coats etc. from our uniform supplier however these are not compulsory as items can be purchased at a reduced cost elsewhere.

The school works with suppliers to obtain the best value for money possible. Any savings negotiated are passed to parents/carers where possible and does 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 amend uniform requirements regularly and will take the views of parents, carers and students into account when considering any changes to school uniforms.

5. Equality Principles

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully seriously, and aims to ensure that the uniform policy is as inclusive as possible.

The school will work to ensure that school uniform's cost does not disproportionately affect any students by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles detailed in **Section 4**.

The school ensures that students 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 endeavours to meet all requests for amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual students are weighed against any health and safety concerns for the entire school community.

Parents/cares' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the headteacher.

The school ensures that the needs of students with SEND and/or sensory difficulties are considered in the uniform policy, e.g. ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams; however, where the needs of these students cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and may be permitted where possible.

6. Complaints and Challenges

The school endeavours to resolve all uniform complaints informally, in accordance with the School's Complaints Policy.

7. School Uniform Suppliers

Our current school uniform supplier is:

Emblematic

Unit 26, North Tyne Ind. Est.

Longbenton

Newcastle upon Tyne

NE12 9SZ

Tel: 0191 270 1449

<https://studentuniform.co.uk/wilps080/>

For our Y6 Leavers Hoodies we use a second supplier:

Cre8ive Graphics Ltd

12 Peel Street,

Bishop Auckland

County Durham

DL14 7LF

The Governing Body will ensure that a written contract is in place with the supplier for branded items. The headteacher will work to ensure that the items are procured as cheaply as possible without compromising on the quality, e.g. by requesting standard-style items from the supplier rather than more intricate and unique designs. The school does not sign contracts with suppliers before requesting visualisations of proposed uniform, as well as fabric samples.

8. Uniform Assistance

For families who are struggling to purchase the uniform, the school holds stocks of “pre-loved school uniform” for parents to access. Parents/carers are invited to donate their child’s uniform when they no longer need it.

9. Non-compliance

It is expected that students wear the school uniform each day, with the appropriate footwear (with the exception of timetabled PE days when they can wear appropriate PE kit)

If a child arrives at school not wearing uniform or wearing inappropriate clothing which causes concern (e.g. unsuitable for the weather, too revealing, offensive/unsuitable slogans, etc) then the school will contact the parent/carer to request that appropriate clothing is brought to school for the child to change into.

If a child does not arrive at school in their PE kit on their designated PE day, parents will be contacted and asked to bring PE kit for their child to change into. If PE kit is not supplied then the child will not take part in the PE lesson for that day and they will receive alternative tuition.

10. School Uniform

The school uniform for students is as follows:

Sweatshirt or cardigan – burgundy with embroidered school logo
Polo shirt: sky blue
Trousers (not leggings or jogging bottoms) / skirts / pinafore dress / grey or black
Parents are given the choice as to whether their child wears school shoes or trainers. Shoes should be appropriate for school with no high heels, crocs or sliders. Trainers should be black and preferably plain as we do not wish there to be any element of competition among children to have the most up to date expensive trainers.
Plain shorts or gingham dresses (any colour) can be worn in summer - optional
Summer and winter hats can be worn but these do not have to be branded and can be any colour
Coats can be any colour but should be practical for the weather and we do not recommend that expensive designer brands are worn for school
PE kit
There are designated PE days for each class and it is expected that children come to school in appropriate PE kit on these days. PE kit should be: <ul style="list-style-type: none">❖ jogging bottoms or leggings (no jeans or jeggings)❖ T-shirt (girls should not wear cropped tops/vests)❖ sweatshirt or hoodie❖ trainers❖ Children can wear shorts on their PE day in summer instead of joggers, if they wish to and if the weather is appropriate.
Swimming Kit – Y4 to Y6 have swimming lessons at some point during the school year and need a one piece swimsuit, swimming trunks or swimming shorts. All pupils require a swimming hat and a towel.
As well as wearing PE kit on their designated PE day, Reception children also need to have a PE kit in school consisting of a pair of shorts and a T-shirt. Their kit can be sent in any type of bag/rucksack or simply a named carrier bag, this is then kept in their locker for each half term and only taken home then for washing (a branded PE bag is available from our uniform supplier however this is optional).

□ Jewellery

On Health & Safety grounds, children are not permitted to wear jewellery to school apart from a watch and one pair of small stud earrings (not Apple watches or expensive brands as school will accept no responsibility for loss or damage).

Children are allowed to wear one pair of small studs for school every day, including PE days and swimming days but they **MUST** be flat backed/safety backed.

The pictures below are examples of the earrings and backs which we will allow. We are insisting that they must have a small stud on the front so there is less chance of earrings being caught during play time and PE lessons.



Please be aware that the wearing of earrings in school is at parents and pupils own risk and the school will accept no responsibility for accidents caused by the wearing of jewellery. For children's safety, we will be asking them to remove earrings for school if they do not have safety backs.

Earrings can be purchased from many online stores such as Amazon (by searching for flat back or safety earrings) and if anyone is struggling to get them, the school hold a small supply (as pictured in the first image above) which can be bought from school for £1.00 per pair.

- **Hairstyles & makeup**

The school reserves the right to make a judgement on where students' hairstyles or hair colours are inappropriate for the school environment; however, the school will ensure that any such judgements do not discriminate against any student by virtue of their protected characteristics.

The school expects hairstyles to be within the normal range of styles and colours. The school does not permit students to have extreme haircuts (e.g. Mohican, skin heads, sculpting etc.) colouring or haircuts that could serve as a distraction to other children

Students 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

The following hairstyles are **not** considered appropriate for school:

- Brightly coloured, dyed hair
- Headwear with bold patterns or colours
- Excessive hair accessories

- Makeup, false nails, nail extensions and false eyelashes are not permitted.
- Temporary tattoos are not permitted.

11. Labelling

Pupils are responsible for their uniform and equipment whilst in school. To avoid any loss of uniform items, school uniform should be clearly labelled with their name.

Any lost clothing will be taken to the lost property box. All lost property is retained for one term and is then disposed of/given to charity if it is not collected within this time.

12. Monitoring and Review

This policy is reviewed annually by the Governing Body.