



Stoke Prior Primary School



SPR3 School Uniform Policy

Last updated: March 2026

Next Review Date 31 December 2027

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Statement of intent

Stoke Prior Primary School believes that a consistent school uniform policy is vital for:

- Promoting the ethos of Stoke Prior Primary 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.

This policy lays out the measures Stoke Prior Primary School has taken to ensure a consistent, fair and inclusive uniform policy, and to 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.

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 writing and updating this policy, we have sought to:

- Engage with parents and pupils.
- Consider how this policy might affect groups represented in Stoke Prior Primary 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.

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 (2024) 'School uniforms: guidance for schools'
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'

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

- GN9 Complaints Policy and Procedure
- SPR 1 Behaviour Policy
- Pupil Equality, Equity, Diversity and Inclusion Policy
- SG18 LGBTQ+ Policy
- F18 Tendering and Procurement Policy

2. Roles and responsibilities

The local governing board is responsible for:

- Establishing, in consultation with the Headteacher and school community, a practical and smart school uniform that accurately reflects Stoke Prior Primary 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 Stoke Prior Primary 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.

The Headteacher is 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.

- Listening to the opinions and wishes of Stoke Prior Primary School's community regarding the school's uniform and making appropriate recommendations to the local governing board.
- Providing pupils with an exemption letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting shirt.

Staff are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Where appropriate to their role, 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.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the Headteacher if their child requires an exemption to the uniform rules for a period, with a reason why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Always wearing the correct uniform, unless the Headteacher has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to Stoke Prior Primary School, e.g. school identity and community.

3. Cost principles

Stoke Prior Primary School will develop its uniform policy in relation to the following starting principles:

- Stoke Prior Primary School will seek to ensure that the uniform is affordable. In so doing, the school will consider the total cost of school uniforms, considering all items of uniform or clothing parents will need to provide while their child is at the school.
- Stoke Prior Primary School will seek to keep the use of branded items to a minimum.
- Stoke Prior Primary School will seek to ensure that uniform supplier arrangements give the highest priority to cost and value for money, including the quality and durability of the garment.
- Stoke Prior Primary School will seek to ensure that second-hand uniforms are available for parents to acquire.

Principles in practice

In accordance with the DfE's '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.

Stoke Prior Primary 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 consider 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.
- LAC and PLAC.

Stoke Prior Primary 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; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts, to ensure their child can come to school in clean uniform every day.

Stoke Prior Primary School will keep branded uniform items to a minimal level that is reasonable for all members of the school community. Stoke Prior Primary School defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, e.g. supermarkets, due to the item's logo, colour, design, fabric or other unique element. Where Stoke Prior Primary School requires an item of branded clothing, it will assess how prices can be kept as low as possible and put measures in place to facilitate this. This may include:

- Offering sew- or iron-on logo patches for blazers and jumpers that can be bought at non-specialist retailers, instead of requiring specific branded jumpers.
- Making donated second-hand uniform available for purchase at a lower price.

Stoke Prior Primary 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.

Stoke Prior Primary 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

Stoke Prior Primary School takes its legal obligation to avoid unlawfully discriminating against any pupil very seriously.

In line with the above, Stoke Prior Primary 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 based on protected characteristics or socio-economic status.

Stoke Prior Primary School will ensure that parents and pupils are consulted over any changes to school uniform, and that, where appropriate and with pupils' consent, views and advice are sought specifically from pupils, and parents of pupils, who:

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

Parents' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the Headteacher and local governing board, and always in accordance with the Trust's Complaints Policy and Procedure.

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

Gender

To avoid disproportionately impacting pupils of a certain gender, Stoke Prior Primary School will ensure that the cost of uniform is as equal in price as possible across items for all genders.

This includes:

- Adhering to the procedures laid out in the 'Cost Principles' section of this policy.
- Not directly requiring pupils of a certain gender to buy additional uniform, e.g. by requiring female pupils to buy both trousers and skirts.
- Not indirectly requiring pupils of a certain gender to buy additional uniform, e.g. by offering football in PE to only male pupils and requiring they buy football boots to participate.
- Not holding pupils of different genders to different uniform standards, e.g. by banning certain hairstyles for only one gender.

Stoke Prior Primary 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.

Stoke Prior Primary School will endeavour to meet all requests for amendments to the uniform for these purposes; however, the needs and rights of individual pupils will be weighed against any health and safety concerns appropriate to the circumstances, e.g. if safety headgear needs to be worn.

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 hairstyles worn because of cultural, family and social customs, e.g. cornrows.
- Not banning head coverings related to a pupil's culture or ethnic origin, e.g. African heritage head wraps.

Stoke Prior Primary 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 considers 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.

Stoke Prior Primary 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

Stoke Prior Primary School will endeavour to resolve all uniform complaints and challenges locally and informally, in accordance with the Trust's Complaints Policy and Procedure.

Stoke Prior Primary School will refer individuals who wish to complain to the Complaints Policy and Procedure and request that they follow the procedures outlined therein.

When a complaint is received, Stoke Prior Primary School will work with the complainant to arrive at a mutually acceptable outcome.

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

6. School uniform supplier

Stoke Prior Primary School current school uniform suppliers are:

- **My Clothing:** www.myclothing.com
- **Wovina:** www.wovina.com
- **Non logo uniform can be bought from most major retailers.**

7. Finding and consulting suppliers

If Stoke Prior Primary School is considering changing its suppliers and seeks a list of available suppliers, it will consider the following options:

- Consulting an industry body
- Researching local suppliers
- Consulting with other schools and networks
- Having informal discussions with potential suppliers to help determine Stoke Prior Primary School own needs

8. Template documents

Stoke Prior Primary School will use the DfE's 'Procuring uniform supplies' documents to ensure that they undergo the procurement process correctly. The templates consist of an invitation to tender, a request for quotation, and a pricing schedule.

Stoke Prior Primary School will use the invitation to tender template to ask questions of suppliers. Stoke Prior Primary School will then use the pricing schedule to ask suppliers to submit their prices. Full instructions on how to use the templates are included in each of the documents.

9. Uniform assistance

Stoke Prior Primary School will support disadvantaged families in meeting the uniform requirements.

Stoke Prior Primary School will hold second-hand school uniforms for parents to access; access to these uniforms will be made available upon request made to the Headteacher.

Parents will be invited to donate their child's uniform when they no longer need it.

10. Non-compliance

Staff will be permitted to discipline pupils for breaching this policy, where relevant to their role, in accordance with the school's Behaviour Policy.

Parents will be notified of pupils' breaches of school uniform in all cases.

11. School uniform

Clothing

The school uniform is as follows:

Item	Optional or required	Branding	How to acquire	Cost per item with logo from school supplier
Regular school uniform				
Navy sweatshirt or navy cardigan	Required	School logo on right-hand side optional.	Logo uniform available from school supplier. Navy sweatshirt or cardigan can be bought from regular retailers.	<u>£10.80</u> OR <u>£13.00 - £17.00</u>
Navy blue polo shirt	Required	School logo on right-hand side optional.	Logo uniform available from school supplier. Navy polo from regular retailers	<u>£7.00</u>
Blue school fleece	Optional	School logo on right-hand side	Available from school supplier and second-hand from school office	<u>£14.30</u>
Grey trousers or shorts Navy or grey skirt Blue checked dress (summer)	Required	No branding	Available from school supplier and from regular retailers	N/A
Sensible, plain black shoes	Required	No branding	Available from regular retailers	N/A
PE kit				
Sky blue school or white t-shirt	Required	School logo on right-hand side (optional)	Available from school supplier and from regular retailers	<u>£6.30</u>
Navy blue shorts or skort, navy jogging bottoms or leggings can be worn in winter.	Optional	No Branding	Available from regular retailers	N/A
Plain trainers	Required	No branding	Available from regular retailers	N/A
Second hand school uniform can be purchased from the PTFA, subject to availability.				
Accessories				

School book bag	Required (to year 4)	School logo	Available from school	<u>£4.00</u>
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Stoke Prior Primary School will not consider trainers or high heels suitable school shoes; however, block heels of no more than 3cm can be worn.

Parents are responsible for ensuring their child keeps their PE kit in school

Jewellery

Stoke Prior Primary School rules on jewellery are as follows:

- One pair of stud earrings may be worn – no other piercings are permitted.
- A smart and sensible wristwatch may be worn.

Pupils will be advised that jewellery is their personal responsibility and not that of Stoke Prior Primary School. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons, including PE lessons and science experiments.

Bags

Pupils must use an appropriately sized waterproof bag to carry their books and equipment. It must hold A4-sized workbooks comfortably without causing any damage.

School bags featuring inappropriate images, slogans or phrases will not be permitted.

Stoke Prior Primary School will discourage pupils from bringing valuable bags to school. Stoke Prior Primary School will not be liable for lost or damaged school bags.

Hairstyles and headwear

Stoke Prior Primary School reserves the right to make a judgement on whether a pupil's hairstyle, hair colour or headwear is inappropriate for the school environment; however, Stoke Prior Primary School 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 considered where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints Policy and Procedure.

Pupils with long hair must ensure that this does not impede their vision, cover their face, or cause a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE.

The following hairstyles, hair colours and headwear are not considered appropriate for school:

- Brightly coloured dyed hair
- Headwear with bold patterns or colours
- Excessive hair accessories
- Headwear featuring inappropriate words or images

Makeup and cosmetics

Stoke Prior Primary School rules on makeup and cosmetics are as follows:

- No makeup allowed
- False nails and nail extensions are not permitted
- No nail varnish may be worn
- Temporary tattoos are not permitted

12. Adverse weather

All pupils will be advised to wear weather-appropriate clothing.

For hot temperatures, this includes wearing:

- Tops that cover the shoulder area.
- Sunglasses with UV protection when outside.

Pupils will be advised not to wear any jumpers or blazers during heatwaves. If outside during break times, pupils not wearing sun-safe clothing will be advised to stay in an area protected from the sun, or spare clothing is provided.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when outside.
- Warm jumpers.
- Trousers, or skirts and thick tights.

13. Labelling and lost property

Parents will be 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 box in the school office. All lost property will be retained for one month and will be added to donated uniform if it is not collected within this time.

14. Monitoring and review

This policy will be reviewed regularly by the chair of governors and the Headteacher. The next scheduled review date for this policy is 31 December 2025

Any subsequent changes to this policy will be communicated to all staff, pupils, parents and other relevant stakeholders.

Signed by:

_____ Headteacher Date: _____

_____ Chair of governors Date: _____