

School uniform policy

Frances Olive Anderson C of E Primary School



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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 all parents and carers
- 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: age, sex, sexual orientation, disability, race, religion or belief, pregnancy and maternity, 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
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair, although we reserve the right to ask that long hair be tied back
- Allow all pupils to style their hair in a way that is appropriate for school, and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons, or if they are experiencing discomfort
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform, depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with the Head teacher, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

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 (DfE) on the cost of school uniforms.

We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo attached or be in a unique fabric or style) cannot be purchased from a wide range of retailers, and that requiring many such items limits parents/carers' ability to shop around for the best price. Items with the school logo are available from Uniform Direct in Gainsborough, or we do have a limited supply of 'good as new' uniform donated to school. However, logoed uniform is not compulsory.

4. Expectations for school uniform

Guidance for expectations for school uniform is as follows:

Acceptable	Not Acceptable
General Black/grey trousers/shorts or skirt/pinafore dress. White or navy-blue polo shirt (plain or with the school logo) or a white cotton blouse or shirt. Navy blue jumper or cardigan (plain or with the school logo). Stud earrings – must be removed or covered for swimming and PE. Watch – without access to the internet. Summer – blue checked summer dress, black/grey shorts or skirt. Black school shoes. P.E. Navy blue P.E. shorts. Blue or white T-Shirt (with or without school logo). Navy blue sweatshirt or zip up cardigan. Navy blue leggings or jogging bottoms. Black pumps for indoor P.E. Trainers for outdoor P.E.	General Leggings. Trainers, open toed sandals, heels, wedges, platforms or crocs. Any jewellery, except watch and stud earrings. Hooded jumpers or cardigans in school (Year 6 leavers' hoodies are acceptable). Make up, nail varnish, false nails. Extreme hair colour or hair decoration. Denim or sports shorts. P.E. Football strips (allowed for after school clubs but not P.E. lessons).

5. Expectations for our school community

5.1 Pupils, Parents and Carers

Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days and the pupil's birthday) 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)

Parent / carers of a pupil are also expected to contact the Headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

Parents and carers 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/carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner in accordance with the school's complaints policy.

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/carers to arrive at a mutually acceptable outcome.

5.3 Staff

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the headteacher if the situation doesn't improve.

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 and the pupil will not miss classroom teaching because of a sanction. This is in line with the statutory [guidance](#).

5.4 Governors

The governing board 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/carers, and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The board 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 every 2 years or sooner if required by the Full Governing Body of Frances Olive Anderson C of E Primary School.

7. Links to other policies

This policy is linked to our:

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