

Kingsley Primary School



School Uniform Policy

Date of review: September 2025

Next review: September 2026

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Statement of intent

Kingsley Primary School believes that a flexible school uniform policy is vital to promote the ethos of our school. It provides a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

All our uniform is generic and no branded items are compulsory. Our Uniform Policy is flexible to meet the needs of all our children in school.

Support and help for parents, via our pastoral team, is available on a daily basis to purchase uniform or utilise our extensive supply of new and second-hand uniform.

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 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, able to be themselves, and dressed in such a way that sets an appropriate tone for education.

1. 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
- Education (Guidance about Costs of School Uniforms) Act 2021

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
- SEND policy
- Equality Policy

2. Roles and responsibilities

The governing board is responsible for:

- Establishing, in consultation with the headteacher and school community, a flexible, practical and smart 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 pupil by virtue 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 how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's 'Cost of school uniforms' guidance.
- Processing and approving all eligible School Uniform Assistance Application Forms.
- Ensuring help and support is available via our pastoral team for any parents who are struggling to provide uniform for their children.

The headteacher is responsible for:

- Being flexible and adaptable about the school's uniform on a day-to-day basis.
- Ensuring that teachers understand our ethos and policy and what to do if a pupil 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 pupils dress in accordance with our 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.
- Ensuring that their child's uniform is clean, presentable, the correct size and is clearly named.

Pupils are responsible for:

- Wearing the correct uniform colours for school.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

3. Cost principles

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

Support and help for parents, via our pastoral team, is available on a daily basis to purchase uniform or utilise our extensive supply of new and second-hand uniform.

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. 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.
- CIOC and previously CIOC.

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; this will include consideration of the fact that parents 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 does not insist on branded uniform items for any items of uniform.

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.

As school does not insist on branded items, uniform can be purchased from multiple suppliers to obtain the best value for money possible. 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 and pupils into account when considering any changes to school uniforms.

4. 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's cost does 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 3.

The school will ensure that parents 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.

The school implements a gender-neutral uniform, meaning that pupils are not 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.

The school ensures 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 endeavours 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.

Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

The school ensures that the needs of pupils 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 pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

5. Complaints and challenges

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

To make a complaint, parents should refer to the Complaints Procedures Policy and follow the stipulations outlined.

When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome.

Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

6. Non-compliance

Parents will be informed on an individual basis if school uniform is not worn. This then gives opportunity to explain why uniform is not available and help and support will be given where necessary, via our pastoral team.

7. School uniform

School colours

Our school colours are as follows:

- **Pale blue polo shirt or t-shirt**
- **Navy blue, grey, black trousers/ skirts/ shorts**
- **Navy blue sweatshirts/ cardigans**
- **Blue checked summer dresses**
- **Any shoes, socks, tights – no specific requirements**

Clothing

We request that all children wear our school colours of pale blue polo shirts and navy blue sweatshirts/cardigans, skirts/trousers, as agreed by the Governing Body and Parental Vote.

All our uniform is generic and no branded items are compulsory. Uniform is flexible to meet the needs of all our children in school.

Sweaters, cardigans, fleeces, coats and 'T' shirts embroidered with the school badge can be ordered at the school office or via the website www.studentuniform.co.uk/kps012. These are not compulsory and uniform can be purchased from any shop or supplier.

PE

For P.E., children can wear shorts and t-shirts and no colours are compulsory for these although children often wear pale blue or white t-shirts and navy blue or black shorts. Children can also wear tracksuit bottoms during outdoor PE sessions if the weather is colder. A kit is available to purchase from school but is not compulsory. In the interests of safety, we insist that long trousers or skirts may **not** be worn for indoor PE.

Footwear

Children can wear any sensible, comfortable and suitable footwear for school – school shoes, trainers etc. There is no compulsory colour. Children are not allowed to wear high heels as these are not safe or practical.

The school uniform is as follows:



Jewellery

Permitted jewellery that may be worn is:

- One pair of stud earrings – no other piercings are permitted.
- A sensible wrist watch – No smart watches

Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons, including PE lessons.

School bag

Pupils can use an appropriately sized bag to carry their books and equipment. Book bags with the school logo on are not statutory but can be purchased from the school office for any parents wishing to buy one.

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

The school encourages pupils to bring non-valuable bags to school. The school will not be liable for lost or damaged school bags.

Hairstyles

The school reserves the right to make a judgement on where pupils' hairstyles or hair colours are not practical 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 will always have the freedom to complain via the school's Complaints Procedures Policy.

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 wherever possible and during practical lessons, e.g. during PE, science experiments etc.

Makeup

The school rules on makeup are as follows:

- Makeup is not permitted.
- False nails and nail extensions are not permitted.
- Temporary tattoos are not permitted.

Adverse weather

All pupils are required to wear weather-appropriate clothing that covers as much of their skin as possible during adverse weather.

For hot temperatures, this includes wearing:

- Loose-fitting and lightweight shirts and dresses with sleeves and collars or covered necklines.
- Tops that cover the shoulder area.
- Sunglasses with UV protection when outside, where possible.

- A cap to protect your head

Pupils are advised not to wear any jumpers during heatwaves. If outside during break times, pupils not wearing sun-safe clothing are 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 they are outside.
- Warm jumpers that conform to the school's uniform policy.
- Trousers, or thick tights with skirts.

8. Labelling

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

Any lost clothing will be placed in the lost property box in the classrooms. All lost property is retained for a term, parents given opportunity to look through items to search for any lost items. Then lost property will be sorted and stored as spare uniform accessible to all parents as and when required.

9. Monitoring and review

This policy is reviewed annually by the chair of governors and the headteacher.

The scheduled review date for this policy is September 2026

