School uniform policy

Holywell Primary School

Approved by:	Nicky Murrell	**Date:**	01.10.26
Last reviewed on:	October 2026		
Next review due by:	October 2029		

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This policy has been written with due regard to:

- **Equality Act 2010**
- **Public Sector Equality Duty (Section 149 Equality Act 2010)**
- **DfE Statutory Guidance: Cost of School Uniforms**
- **Education (Guidance about Costs of School Uniforms) Act 2021**
- **Reasonable Adjustments Duty for disabled pupils under the Equality Act 2010**

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 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 protects individuals from discrimination on the basis of protected characteristics. In schools, particularly relevant protected characteristics include disability, race, religion or belief, sex, gender, pregnancy and maternity, and sexual orientation. The school will ensure that its uniform arrangements do not unlawfully discriminate against pupils.

In developing and implementing this policy, the school has due regard to its duties under the Public Sector Equality Duty to eliminate discrimination, advance equality of opportunity and foster good relations between people who share a protected characteristic and those who do not.

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. The school will make reasonable adjustments and consider individual circumstances in accordance with equality legislation.
- Make sure that our uniform costs the same for all pupils

- Allow all pupils to have long hair (though we reserve the right to ask for this to 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 related to their sex or gender
- 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 Mr T Ball, senco@holywell.kent.sch.uk 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

This policy has regard to the Department for Education's statutory guidance 'Cost of School Uniforms', issued under the Education Act 1996 as amended by the Education (Guidance about Costs of School Uniforms) Act 2021.

We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo or a unique fabric/colour/design) cannot be purchased from a wide range of retailers and that requiring many such items limits parents/carers' ability to 'shop around' for a low price.

We will make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents/carers

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes

- Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

4. Expectations for school uniform

4.1 Our school's uniform

There is no obligation for children to wear the school branded uniform although these can be ordered via the School Office. Royal blue jumpers and cardigans are available from major retailers. Our uniform consists of:

- Grey pinafore dress, skirt or trousers
- White or light blue blouse, shirt or polo shirt
- Royal blue jumper, cardigan, sweatshirt or fleece (with or without logo)
- Navy, brown or black sensible shoes or all black trainers - no high heels
- Sturdy Coat with hood

Our Summer uniform (optional) is:

- Royal or light blue striped or checked dress
- Grey shorts or culottes
- White, light blue or royal blue shirt or polo shirt
- White, dark blue or black, closed toe sandals with socks

Our PE kit includes:

- Black or navy shorts
- White t-shirt or polo shirt
- Red/Yellow/Green/Blue t-shirt according to team for Term 6 sports
- Trainers (outdoor)
- Plimsolls (indoor)

Hair, Accessories and Makeup

- Hair should be neat and away from the face. Shoulder length or longer hair **must** be tied back for PE and Forest School. We encourage long hair to be tied back at all times to help reduce the risk of spreading headlice.
- Fashion hair accessories are discouraged. Those needed to style hair should be small, discreet and in school colours wherever possible.
- Jewellery should not be worn, wherever possible.
- One small pair of stud earrings may be worn in the lower lobes. These must be able to be removed by the child for PE and active sessions. A suitable container to store them should be provided from home.
- Makeup should not be worn at school, this includes mascara and lip gloss. If a child is seen to be wearing makeup they will be asked to remove it.
- Bags should be as small as necessary as cloakroom space is limited. Book bags are available form the school office

Forest School Clothing:

In order to attend Forest School, children must wear the following clothing:

- Long sleeve top and long trousers
- A coat (please be mindful this can get muddy)
- A change of footwear (boots, wellies or waterproof shoes)
- Hat and gloves when required according to weather
- No exposed earrings (taped up or taken out)

The school will make reasonable adjustments for disabled pupils in accordance with the Equality Act 2010

The school reserves the right to make reasonable decisions regarding clothing, jewellery, hairstyles or accessories where there are health, safety or safeguarding concerns.

4.2 Where to purchase it

- Branded items are available to order via the school office; unbranded and all other items can be purchased from high-street retailers
- Each seasonal term we have a uni-cycle afternoon, where parents can swap or take pre-loved school uniform
- In addition, the Parents and Friends of Holywell School (PFHS) periodically arrange second-hand uniform sales in order to raise money for the school.

5. Expectations for our school community

5.1 Pupils

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

Pupils are also expected to contact Mrs Warner if they want to request an amendment to the uniform policy in relation to their protected characteristics.

5.2 Parents and carers

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 also expected to contact Mrs Warner if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

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

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.

Ongoing breaches of our uniform policy will be dealt with in accordance with our school's behaviour policy.

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.

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
- Considers the views of parents/carers and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The governing board will ensure that procurement arrangements comply with the DfE's statutory guidance on the cost of school uniform and represent good value for money for families.

6. Monitoring arrangements

This policy will be reviewed every 3 years by Mrs Warner. At every review, it will be approved by the Headteacher.

7. Links to other policies

This policy is linked to our:

- Behaviour policy

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