



**EDWARD THE ELDER**  
Primary School

# **School Uniform Policy**

**Policy Created: July 2022**

**Approved by Trustees: 7 November 2022**

**Review Date: July 2025**

## **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

## **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 sex, race, religion or belief, 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 or that most reflects their self-identified gender
- 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 the way that is appropriate for school yet makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the Headteacher, who can answer questions about the policy and respond to any requests

## **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 on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have 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' 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: for example, by ensuring items with the school logo are optional choices
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- 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 leveler
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

### **Expectations for school uniform**

- Grey skirt, pinafore dress, trousers or shorts or a blue gingham/striped summer dress
- Light blue shirt or light blue polo shirt (school tie with short is optional)
- Navy blue V neck or round neck jumper/sweatshirt or cardigan
- Grey tights/white socks

### **Which branded items are optional**

- Jumpers and cardigans
- School tie, if worn with a shirt (not polo shirt)
- Polo shirts
- PE t-shirts
- Book bag
- Pump bag

### **Where we'll accept generic items instead of branded ones**

- Jumpers and cardigans

- School shirts and polo shirts
- Trousers and Skirts
- Shorts
- Shirts
- School bags

#### **Expectations for PE and swimming kit**

- Non branded are acceptable, branded are available
- PE – white t-shirt, black shorts, black pumps, blue school sweatshirt
- Swimming – one piece costume or swimming shorts, swimming cap

#### **Expectations for jewellery and hairstyles** (taking into account the requirement described above to avoid discrimination in line with the Equality Act 2010)

- Only one pair / earring small studs to be worn and removed or covered for PE
- No large hair accessories such as JoJo bows
- No make up/ nail varnish/ false nails
- No SMART watches
- Tramlines or shaved eyebrows are not permitted
- Hairstyles which are extreme/ detract from learning or impact Health and Safety are not allowed

#### **Expectations for shoes, bags and coats**

- Shoes must be flat, black and not trainers. Black trainers are not permitted as school shoes.
- Pumps must be provided for PE. (We reserve the right to ask children to change into pumps if they are not wearing flat, black school shoes)
- Coats should be plain and inexpensive. They should be suitable for weather conditions prevailing and may vary from season to season. Coats bearing inappropriate letting or slogans are not acceptable, neither are denim or leather (leather style) jackets.
- Storage space is limited and therefore bags should be as small as possible and easy to carry.

#### **Which items are only required in specific circumstances or at certain times of the year**

- Black jogging bottoms are permissible during colder months for PE, along with a long sleeved sweatshirt
- Outdoor trainers are permissible during winter months for PE

### **Where to purchase it**

Uniform is available from:

Crested Schoolwear Wolverhampton  
Units 26/27 Wulfrun Shopping Centre  
Wolverhampton  
WV1 3HG

Or online at

<https://www.crestedschoolwear.co.uk/>

Second Hand Uniform - From time to time schools may have lost property or donated uniform which would be available on a first come first serve basis. Parents will be informed as and when this is available.

### **Expectations for our school community**

#### **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 the Headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

#### **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 are also expected to contact the Headteacher 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 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 Trust's complaints policy

The school and Trust will work closely with parents to arrive at a mutually acceptable outcome.

### **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 by the Headteacher in line with the 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.

### **Trustees**

The Trust Board will review this policy and make sure that it:

- Is appropriate for our schools' contexts
- Is implemented fairly across the Trust
- Takes into account the views of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils in our Trust

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.

### **Monitoring arrangements**

This policy will be reviewed every three years by the Trust Leaders.

### **Links to other policies**

This policy is linked to our:

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

