

Old Clee Primary Academy

'Inspired to Believe, Learning to Succeed'

Uniform Policy



Approved by: Curriculum, Standards, SEND & Welfare

Date: June 25

Last reviewed on: June 2024

Next review due by: Summer 2026

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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 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, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, our academy 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 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, gender or gender reassignment
- › 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 headteacher, 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 academy 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 uniform.

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 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 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

In order to support parents, during each school term, we will host a uniform "Swap Shop" which will allow parents to:

- › Donate unwanted uniform that is in good condition
- › Take any second hand uniform without the need for swapping or donating
- › Swap old sized uniform for correct fitted second hand uniform

Details of the dates for the Swap Shops can be found on our academy website under the parents – uniform tabs and will be communicated in our Newsletter nearer the time of the Swap Shop running.

4. Expectations for school uniform

The academy and the governors feel strongly that all pupils at Old Clee Primary Academy are able to thrive in a safe and secure environment, one which nurtures self-esteem and self-worth. To that end, this policy allows pupils to be at ease amongst their peers and prevents fashion/sportswear competition or hierarchy associated with certain items of clothing, jewellery, accessories and hair styles.

Old Clee Primary Academy have always been mindful of the cost of uniforms to our parents/carers. Our uniform policy has been developed with cost in mind, allowing for plain uniform to be worn and taking away the need to have school branded logos on any of our Academy uniform therefore keeping costs to parents to a minimum.

4.1 Our school's uniform

School logo items are not statutory, plain generic items are fine.

- › Green sweatshirt or green
- › Green fleece for indoor/outdoor use
- › White or yellow polo shirt
- › White shirt/blouse
- › Dark grey or black trousers (no leggings)
- › Tailored dark grey or black shorts (no sports or cycling shorts), skirt, pinafore, skirt
- › Tights black, grey or green

- › Checked Yellow/white, or green/white 'uniform' dresses
- › Shoes- **FLAT** sensible supportive smart **shoes or trainers – plain black**. (If you choose trainers for your child please ensure they are **plain black** only - **NO different coloured logo – no matter how small**)
- › FLAT summer sandals must have a **strong, supportive**, separate sole (not moulded) and **strong, supportive** back and **MUST** be suitable for school wear, tear and play. They **MUST** keep feet free from risk of injury.
- › **No 'jelly', gel shoes, flip-flop or CROCS type shoes of any sort.**

PE/Games Uniform

Pupils are required to come to school in their P.E kit on their designated P.E day. During colder or wet weather, please ensure pupils attend wearing outdoor P.E. kit as stated below. Plain generic items can be purchased in many retailers such as supermarkets and clothing stores, including second hand retailers.

- › **Plain** white t-shirt - **NO LOGOS**/fashion or football kits of any sort
- › **Plain** navy/black shorts - **NO LOGOS**/fashion or football kits of any sort. **SHORTS must be mid-length (no hot pants)**
- › Trainers
- › **Plain** navy/black and grey track suit/joggers/leggings/sweatshirt for outdoor P.E.
- › Year 4 and only when advised - Swimming costume/shorts – **no bikinis**

Bags/Lockers

Children have individual lockers for coats and bags, therefore bags must not be too large. Please check if unsure.

Hairstyles

- › An appropriate hairstyle is expected to be worn by all pupils. One which is neat, tidy and not out of the ordinary. Hair bands/Ribbon worn in hair should be appropriate. NO - dyed, two tone hair colours or mohicans are permitted. Wherever possible, longer styles should be tied back for health and safety reasons.

Jewellery – Earrings

- › For health and safety reasons children with pierced ears may only wear one small plain smooth round stud in each ear. By 'stud' the following is meant:



A small, **smooth** round circle or a gem stone **only**. **No hooks, claws or clasps.**

- › A plain, and appropriately sized, standard wrist watch may be worn. **No other jewellery is permitted. No wristbands, Apple watches or fitness watches are allowed.**
- › When children participate in P.E./dance/games/swimming/drama on a particular day, **no jewellery is to be worn at all and children should attend school without it**. Any jewellery worn in school is the direct responsibility of the parent and child. Parents intending to have their child's ears pierced **must do so at the start of the summer holidays** so that they may be removed after the 6 weeks for P.E. at the start of the Autumn term.
- › **No jewellery of any sort is allowed in Nursery or Reception. Please see the 'Welcome Booklet' for further guidance.**

Nail Varnish and Tattoos

- › Nail varnish is not to be worn at school. Children are not to come with tattoos – permanent or temporary.

Mobile Phones

These are only allowed in the academy by special arrangement with the headteacher and for safeguarding purposes only. Restrictions apply as we need to ensure appropriate use of them on our site. Please see the academy website for further details.

4.2 Where to purchase it

School logo items are NOT statutory. Logo items can be purchased from local suppliers including Uniform Direct, Greenswear and The Uniform Hut. Plain generic items can be purchased in many retailers such as supermarkets and clothing stores, including second hand retailers.

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 academy, or where they are representing the academy (if required)

Pupils are also expected to contact the academy 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 the academy 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 by headteacher in line with our 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 academy's context
- › Is implemented fairly across the academy
- › 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 academy'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 annually

7. Links to other policies

This policy is linked to our:

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

Ratification

Date ratified by the Governing Board: June 2025

Date of last review: June 2024

Next review date: Summer 2026

Signed by Chair of Governors: Richard Claridge

Date: 19th June 2025