



Hunnyhill Primary School

Date of review	April 2024
Next review date	April 2026
Staff Responsibility	Headteacher
Responsibility FGB/Committee	FGB
Signed by Chair of Governors	

Hunnyhill primary School believes that a consistent school uniform policy is vital for:

- Promoting the ethos of a school.
- Providing a sense of belonging and identity.
- Setting an appropriate tone for education.

For the purposes of this policy, “uniform” includes the following elements of pupils’ appearance:

- Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. non-uniform.
- Hairstyles and headwear.
- Jewellery and other accessories.
- Cosmetics such as makeup and nail polish.

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, is affordable, and provides the best value for money for both 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 a way that sets an appropriate tone for education.

Legal framework

This policy has due regard to all relevant legislation and guidance including, but not limited to, the following:

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'

The headteacher is responsible for:

- Enforcing the school's uniform rules on a day-to-day basis.
- Ensuring that teachers understand this 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.
- Providing pupils with an exemption as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting shirt.

Staff are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Where appropriate to their role, disciplining pupils who are in breach of this 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.
- Informing the headteacher if their child requires an exemption to the uniform rules for a period of time, with a reason why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the headteacher has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

Cost principles

The school will develop its uniform policy in relation to the following starting principles:

- The school will seek to ensure that the uniform is affordable. In so doing, the school will consider the total cost of school uniforms, taking into account all items of uniform or clothing parents will need to provide while their child is at the school.
- The school will seek to keep the use of branded items to a minimum.
- The school will seek to ensure that uniform supplier arrangements give the highest priority to cost and value for money, including the quality and durability of the garment.
- The school will seek to ensure that second-hand uniforms are available for parents to acquire. Information on second-hand uniforms will be published on the school's website.

Principles in practice

In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform requirements do 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.
- LAC and PLAC.

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 will keep variations in school uniform for different groups of pupils, e.g. year group-specific items or house colours, to a minimum to ensure that pupils can get the most wear out of their uniform and that parents can pass some items down to younger siblings.

The school will keep branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, e.g. supermarkets, due to the item's logo, colour, design, fabric or other unique element. Where the school requires an item of branded clothing, it will assess how prices can be kept as low as possible and put measures in place to facilitate this. This may include:

- Offering sew- or iron-on logo patches for blazers and jumpers that can be bought at non-specialist retailers, instead of requiring specific branded jumpers.
- Making donated second-hand uniform available for purchase at a lower price.

The school will meet the DfE's requirements and recommendations on costs and value for money. Care will be taken to ensure that school uniform is affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school will not make frequent changes to uniform requirements and will take the views of parents and pupils into account when considering any changes.

Equality principles

The school takes its legal obligation to avoid unlawfully discriminating against any pupil very seriously.

In line with the above, the school will aim to ensure that its uniform policy is as inclusive as possible so that all pupils can access a school uniform which is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that, where appropriate and with pupils' consent, views and advice are sought specifically from pupils, and parents of pupils, who:

- Are transgender or non-binary.
- Are of a religious or cultural background that has specific dress requirements.
- Have SEND and/or sensory needs.

Parents' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

Information on how the school ensures its uniform policy does not discriminate against pupils with specific protected characteristics is outlined below.

Gender

To avoid disproportionately impacting pupils of a certain gender, the school will ensure that the cost of uniform is as equal in price as possible across items for all genders.

Religion and belief

To avoid disproportionately impacting pupils of a certain religion, belief or culture, the school will ensure that there is flexibility to allow pupils to present themselves in a way that adheres to their dress requirements as far as possible, within the school's uniform policy.

The school will endeavour to meet all requests for amendments to the uniform for these purposes; however, the needs and rights of individual pupils will be weighed against any health and safety concerns appropriate to the circumstances.

Race

To avoid disproportionately impacting pupils of a certain race, the school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a pupil's ethnic origin, e.g. natural Afro hairstyles.
- Not banning hairstyles worn because of cultural, family and social customs, e.g. cornrows.
- Not banning head coverings related to a pupil's culture or ethnic origin, e.g. African heritage head wraps.

SEND and medical conditions

To avoid disproportionately impacting pupils with SEND or medical conditions, the school will ensure its uniform policy takes into account the needs of these pupils. This includes:

- Ensuring the school uniform uses soft, stretchy fabrics and avoids intricate buttons or hard seams.
- Allowing variations to the standard uniform for pupils whose medical conditions may impact how they dress, e.g. pupils with casts who require loose-fitting clothing or pupils with hair loss-related conditions who wish to wear head coverings.

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.

The school will ensure that it works with a supplier that acts in accordance with the school's values and principles on equality and inclusion.

The school has an agreed procedure in place with its uniform supplier to deal with complaints about the supply and quality of uniforms.

Uniform

Uniform	Allowed	Not Allowed
Dark grey school trousers, knee length skirt or pinafore	Dark Grey trousers Dark Grey School Shorts Dark Grey Knee-length skirt/Pinafore/culottes	Black items Jeans, Tracksuit or cargo type trousers Skinny-fit trousers Stretch pencil skirts
Polo Shirts	Light blue polo shirt with collar, either plain or with school name	T-shirts or button-up shirts
Sweatshirts / Cardigans	School navy Sweatshirt with school name School navy cardigan with school name	Any other jumpers or sweatshirts
Socks	Grey plain socks Grey tights	Trainer socks, socks with logos, pictures, odd socks etc Black tights, patterned tights
Shoes	Plain black school shoes with firm fixings (Velcro or laces)	Boots of any length, trainers or canvas type shoes Open-toe sandals, ballet pumps
School Book Back Pack with school logo Years R, 1, 2, 3 & 4		
Non Logo back Pack in years 5 & 6 only		

Optional Summer Uniform

Blue check dress Grey Culottes Grey knee length shorts Black shoes with firm fixings (Velcro, laces or buckles)
--

P.E. Uniform to be worn to school on PE days:

Years R, 1 & 2	Years 3 & 4	Years 5 & 6
Green sports T-shirt with school logo	Green sports T-shirt with school logo	Green sports T-shirt with school logo
Green school logo hoodie	Green school logo hoodie	Green school logo hoodie
Navy blue sports shorts	Navy blue sports shorts	Navy blue sports shorts
Navy plain non-logo joggers or leggings (for colder weather only)	Navy plain non-logo joggers or leggings (for colder weather only)	Navy plain non-logo joggers or leggings (for colder weather only)
Dark plain socks or green long sports socks	Green long sports socks	Green long sports socks
Black plimsolls or trainers	Trainers	Trainers

All items with the school name/logo are available to order from the Big Wight T-Shirt company:

www.bigwight.com

Please label all items of clothing clearly

Earrings:

Many children have their ears pierced by parental choice and some for religious reasons. Hunnyhill Primary will only allow STUD earrings to be worn in school. Only one earring in each ear is allowed. The British Association of Advisors and Lecturers in Physical Education, BAALPE, recommends earrings are removed for all PE lessons to help prevent any injury to the child or those around them. We will however continue to provide tape to cover earrings. The school accepts no responsibility for any loss or damage. Other activities may require removal of earrings at the discretion of the teacher. However, it is preferable that earrings are not worn on PE days.

Jewellery:

Some religions require items of personal jewellery to be worn and the school will consider each case on application to the Headteacher. No other jewellery is allowed except Medicare bracelets. Individual cases should be discussed with the Headteacher.

Watches:

Suitable watches are allowed to be worn by pupils in Y2 to Y6. Pupils must remove them for PE. The school accepts no responsibility for loss or damage. Smart watches or devices.

Hair:

The school expects all pupils to have tidy hair. No sprays, colours, gels or similar hair styling products are allowed. Some pupils may have allergies to ingredients in these products and some products are flammable.

Long hair must be completely tied back with a covered elastic 'stretchy' or a hair band. Ties and bands must be plain blue, black or white and have no other ornament; this is to prevent distraction in the classroom. Hair grown long for religious purposes must be restrained in a manner which prevents the hair becoming a Health & Safety risk. No spikes, patterns or logos cut into the hair are allowed.

Head lice infestations will be discussed as a matter of urgency with the parent/ carer and a course of action recommended.

Make up and nail varnish:

The school does not allow make up and nail varnish to be worn.

Following the Uniform and Dress Code:

All pupils are expected to follow the uniform and dress code. If it is not followed, a letter will be sent home asking for the problem to be remedied. Parents and carers are welcome to discuss any problems with the Headteacher