

School Uniform Policy

1.0 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

2.0 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 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 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 the school's Academy Head who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

3.0 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 (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:

- Limiting any items with distinctive characteristics
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- Considering cheaper alternatives to school-branded items
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimizing 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

4.0 Expectations for school uniform

4.1 Mendham Primary School uniform details:

- Royal blue sweatshirt, jumper or cardigan
- Pale blue polo shirt, shirt or blouse
- Grey trousers, shorts, skirt or pinafore dress
- Blue gingham summer dress
- Plain dark or white socks or tights.
- Sensible black school shoes (no open toed shoes or trainers).

PE kit comprises of:

- Black shorts
- Black tracksuit bottoms (for outdoor activities)
- Royal blue sweatshirt/hoodie (for outdoor activities)
- Sky blue T-shirt
- Trainers (no plimsoles)
- Lightweight coat (for outdoor activities)

Swimming kit comprises of:

- Fitted swimming shorts, fitted swimming costume or one-piece (Bermuda (board) shorts/bikinis are not permitted)
- Swimming hat
- Goggles (optional)
- Towel
- Swim bag (named)
- Lightweight T-Shirt to wear on top (if requested)

Whilst Nursery children do not require full uniform, they should wear school colours including a royal blue sweatshirt.

Please note that the following:

- No jewellery should not be worn at school; one pair of stud earrings are permitted and required to be covered or removed during PE and Swimming
- Nail varnish or acrylic nails are not permitted
- Shoulder-length or longer hair should be tied back
- Natural hair colours only

4.2 Where to purchase it

- Uniform can be purchase via our school website from one of three providers giving parents a variety of choices. Our provider is RetroAlley. Parents do not need to purchase branded uniform and are welcome to purchase from other high street stores of their choice, as long as the colours match our schools.
- Second-hand uniform is available 24/7 from our uniform shed which consists of used items categories into age ranges, this is managed by our PTA and we welcome any good items which have been out grown back into school to be reused by others.
- School regularly shares information of local second-hand uniform sales to parents.

5.0 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 the Academy Head 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 the Academy Head 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 Academy Head if the situation doesn't improve.

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.

Document Control

Changes History

Version	Date	Amended By	Details of Change
1	04/10/2024	Debbie Thomas	New Policy

Approval

Name	Job Title	Signed	Date
Andrew Aalders-Dunthorne	CEO	Electronic signature	13/02/2025
Steve Martin	Trustee	Electronic signature	13/02/2025

This policy will be reviewed every 3 years by the Director of Education or as required by changes in legislation.

At every review, this policy will be approved by the Education & Learning Committee.

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