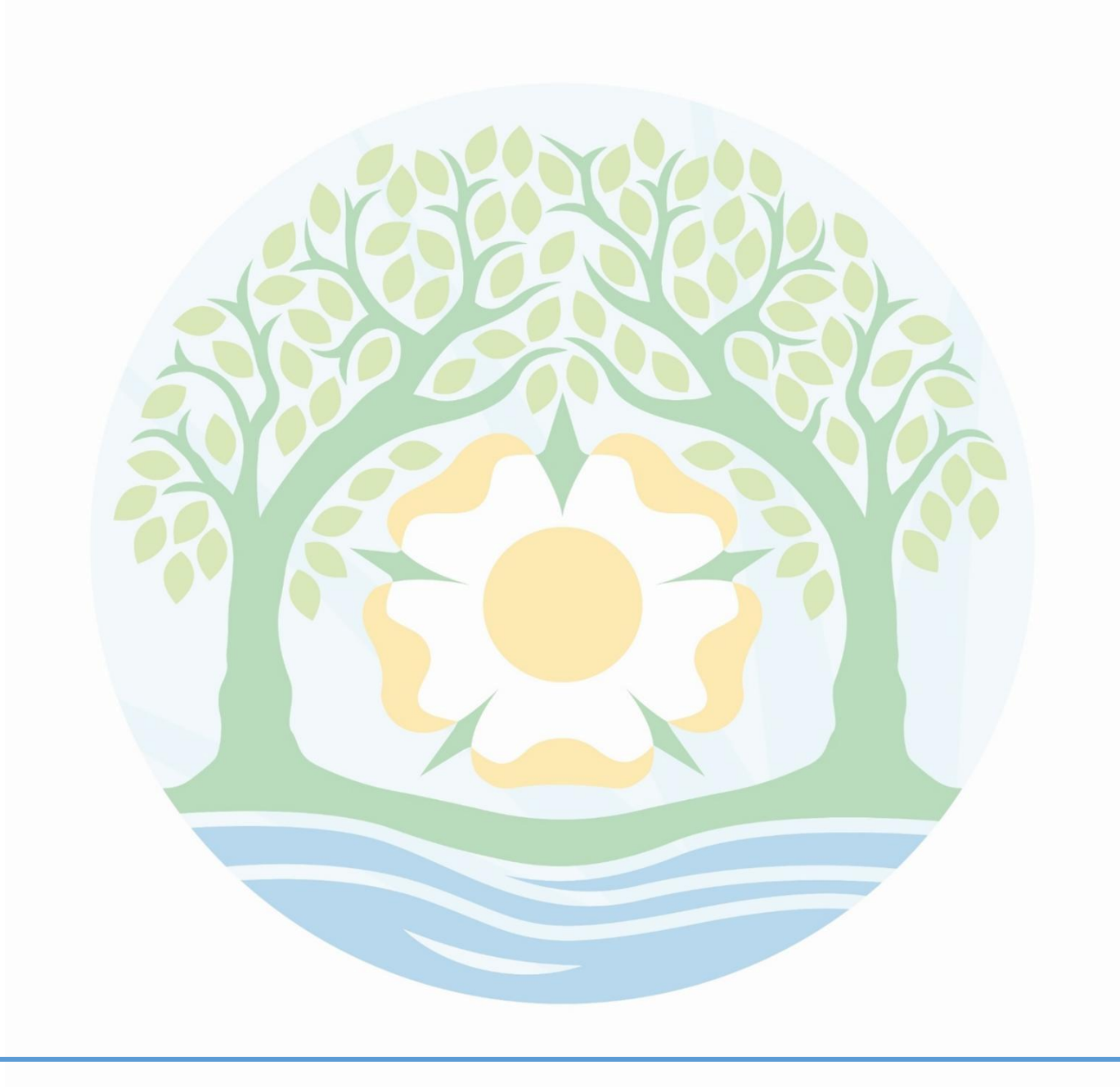
East Park Primary School

Respect, grow, believe and achieve together

SCHOOL UNIFORM POLICY



Version Control			
Version	Purpose/Change	Author	Date
1.1	New policy created for East Park Primary School opening September 2025	J. Rozenbroek	September 2025
1.2			

1. 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 (2024) 'School uniforms: guidance for schools'
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy
- Pupil Equality, Equity, Diversity and Inclusion Policy
- Tendering and Procurement Policy

Statement of intent

East Park 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.
- Footwear.
- 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.

In writing this policy, we have sought to:

- Consider how this policy might affect groups represented in the school, especially those who share protected characteristics as defined by the Equality Act 2010.
- Consider how comfortable the uniform will be for pupils.
- Take a sensible approach to allow for exceptions to be made, e.g. during adverse weather.
- Ensure that the uniform is suitable and safe for pupils who walk or cycle to school.
- Choose a PE kit which is practical, comfortable, appropriate to the activity involved and affordable.
- Ensure the policy is easy to access and understand.

2. Legal framework

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3. Roles and responsibilities

The governing board is responsible for:

- Establishing, in consultation with the executive headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible, inclusive, and does not disadvantage any pupil because of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating in this policy how best value for money has been achieved.

- Ensuring compliance with the DfE's 'Cost of school uniforms' guidance.
- Processing and approving all eligible School Uniform Assistance Application Forms.

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 body.
- 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, speaking with parents/carers who are in breach of this policy.
- Ensuring that pupils and families understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents/Carers are responsible for:

- Providing their child/ren with the correct school uniform as detailed in this policy.
- Informing the headteacher/head of school 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/head of school 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.

4. 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 doing so, the school will consider the total cost of school uniforms, taking into account all items of uniform or clothing that 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 ensure items of the uniform can be purchased from supermarkets and from shops on the high street.
- 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 newsletters/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. polo-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:

- Ensuring branded items are longer-lasting and unlikely to be grown out of quickly.
- 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 work with suppliers to obtain the best value for money possible. Any savings negotiated will be passed to parents where possible. The school will not enter into exclusive single-supplier contracts or cash-back arrangements. More information on supplier processes can be found in the 'School uniform supplier' section of this policy.

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.

5. 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 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/head of school and governing body, 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.

This includes:

- Adhering to the procedures laid out in the 'Cost principles' section of this policy.
- Not directly requiring pupils of a certain gender to buy additional uniform, e.g. by requiring female pupils to buy both trousers and skirts.

- Not indirectly requiring pupils of a certain gender to buy additional uniform, e.g. by offering football in PE to only male pupils and requiring they buy football boots to participate.
- Not holding pupils of different genders to different uniform standards, e.g. by banning certain hairstyles for only one gender.

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, e.g. if safety headgear needs to be worn.

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.

The school will follow the good practice guidance provided by the Equality and Human Rights Commission on '[Preventing hair discrimination in schools]'.

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 avoids intricate buttons.

- 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.

6. Complaints and challenges

The school will endeavour to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

The school will refer individuals who wish to complain to the Complaints Procedures Policy and request that they follow the procedures outlined therein.

When a complaint is received, the school will work with the complainant to arrive at a mutually acceptable outcome.

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

In considering a complaint, parents should be aware that teachers can sanction pupils for breaching the school's rules on appearance or uniform. The school expects this to be carried out in accordance with the school's published behaviour policy. The school aims to deal with pupil non-compliance in a proportionate and fair way.

7. School uniform supplier

The school's current school uniform supplier is:

- **Steady School Wear**
- **29 Holderness Road, Hull, HU8 7NA**
- **Tel: 01482 322982**

- **Email: sales@steadyschoolwear.co.uk**

The governing body will ensure that a written contract is in place with the supplier for branded items. The school will retender the uniform contract in line with the Tendering and Procurement Policy.

The governing body will be able to demonstrate how uniform is procured at the best value for money. The executive headteacher will work to ensure that the items are procured as cheaply as possible without compromising on the quality, e.g. by requesting standard-style items from the supplier rather than more intricate and unique designs.

The school will not sign contracts with suppliers before requesting visualisations and samples of proposed uniform.

8. Finding and consulting suppliers

If the school is considering changing its suppliers and seeks a list of available suppliers, it will consider the following options:

- Consulting an industry body
- Researching local suppliers
- Consulting with other schools and networks
- Having informal discussions with potential suppliers to help determine the school's own needs

If the school prepares to request bids from potential suppliers, it will consider the following elements:

- What products parents will need
- Existing contractual commitments
- Length of tender process
- The school's evaluation process

9. Template documents

Schools will use the DfE's '[Procuring uniform supplies]' documents to ensure that they undergo the procurement process correctly.

10. Uniform assistance

Parents/carers will be invited to donate their child's uniform when they no longer need it. Lost property will also be offered to families if it is not collected.

11. Non-compliance

Parents/carers will be notified of pupils' breaches of school uniform in all cases.

12. School uniform

Clothing

Our school colours are blue, yellow and black. The school uniform is as follows:

Boys Uniform	Girls Uniform
• Black trousers • Knee-length black shorts (Not PE shorts)	• Checked tartan pleated skirt • Black knee-length skirt • Black knee-length pinafore • Black trousers • Black knee-length shorts (Not PE shorts)
• Yellow polo t-shirt with the school logo • Plain yellow polo t-shirt	• Yellow polo t-shirt with the school logo • Plain yellow polo t-shirt
• Royal blue school logo sweatshirt • Plain royal blue sweatshirt	• Royal blue school logo sweatshirt • Royal blue school logo cardigan • Plain royal blue sweatshirt or cardigan
• Black/white socks	• Black/white socks • Black tights
SUMMER UNIFORM	**SUMMER UNIFORM**
• Black knee-length shorts (Not PE shorts)	• Royal blue gingham /yellow gingham knee-length dress • Royal blue knee-length gingham skirt • Black knee-length shorts (Not PE shorts)

Black jeans, tracksuit bottoms, cargo trousers, tube skirts and cycling type shorts must not be worn as they are not part of the school uniform.

Footwear

Shoes should be comfortable and safe. It is dangerous for pupils to wear high heels, open toes, platforms, or strappy sandals. Pupils should come to school wearing plain black school shoes or black plain trainers with no bright logos. Converse are not permitted. EYFS pupils wear black sand shoes inside the school.

PE Dress Code

Parents/carers need to ensure their child brings their PE bag containing clothing for both kinds of PE into school each week with them.

INDOOR PE	OUTDOOR PE
• Royal blue PE top • Plain royal blue t-shirt (no sports branding) • Plain black PE shorts (not branded) • Indoor sandshoes or trainers • Plain black tracksuit top and bottoms for outdoor lessons • Outdoor trainers	• Royal blue PE top • Plain royal blue t-shirt (no sports branding) • Plain black PE shorts of a suitable length (not branded) • Indoor sandshoes or trainers • Plain black tracksuit top and bottoms for outdoor lessons • Outdoor trainers

Parents who do not wish to buy the optional branded PE kit must acquire a PE kit meeting the following criteria:

- Plain royal blue T-shirt with no branding or logos from professional sports teams
- Plain black shorts (No branding and of a suitable length)
- Plain black tracksuit bottoms and top with no branding or logos from professional sports teams
- Suitable trainers
- Other suitable sports footwear, e.g. football boots, if required

Parents/carers are responsible for ensuring their child wears or brings their PE kit to school when needed. Wherever possible, children will still participate in PE lessons if they have not brought a kit with them. In the first instance, a spare kit or borrowed kit will be used. For children in EYFS, Year 1, 2 and 3, outdoor PE without a spare kit will also continue as normal if they have suitable footwear. In years 4, 5 and 6 for outdoor PE, if a kit cannot be sourced, they will observe the lesson.

When a child does not come to school with a kit, a letter will be sent home as a reminder. If this occurs 3 times, a phone call will then be made regarding ensuring a PE kit is sent into school.

Jewellery

The school rules on jewellery are as follows:

- One pair of stud earrings may be worn – no other piercings or hooped earrings are permitted.
- A smart and sensible wrist watch may be worn (No smart watches).

Pupils will be advised that jewellery is their responsibility and not that of the school. Lost or damaged items will not be refunded. All jewellery must be removed or covered during PE lessons.

Bags

Pupils must use an appropriately-sized bag to carry their equipment to and from school. School logo book bags are the preferred choice. School-branded book bags are encouraged.

School bags featuring inappropriate images, slogans or phrases will not be permitted.

The school will discourage pupils from bringing valuable bags to school. The school will not be liable for lost or damaged school bags.

Hairstyles and headwear

The school reserves the right to make a judgement on whether a pupil's hairstyle, hair colour or headwear is inappropriate for the school environment; however, the school will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each pupil's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints Procedures Policy.

Pupils with long hair must ensure that this does not impede their vision, cover their face, or cause a health and safety risk. Long hair must be tied up during practical lessons and PE.

The following hairstyles, hair colours and headwear are not considered appropriate for school:

- Brightly-coloured dyed hair
- Headwear with bold patterns or colours
- Excessive hair accessories
- Headwear featuring inappropriate words or images

Makeup and cosmetics

The school rules on makeup and cosmetics are as follows:

- False nails and nail extensions are not permitted
- Nail varnish is not permitted
- Temporary tattoos are not permitted
- Make up is not permitted

Pupils wearing makeup will be required to remove it.

13. Adverse weather

All pupils will be advised to wear weather-appropriate clothing.

For hot temperatures, this includes wearing:

- Sun hats

Pupils will be advised not to wear any jumpers during heatwaves. If outside during break times, pupils not wearing sun-safe clothing will be advised to stay in an area protected from the sun. The school may alter the uniform policy in extreme heat.

For cold temperatures, this includes wearing:

- Scarves, gloves, coats and hats when outside.
- School sweatshirts/cardigans

14. Labelling and lost property

Parents/carers will be advised to ensure that all pupils' clothing and footwear is clearly labelled with their name and year group.

Any lost clothing will be taken to the lost property areas. All lost property will be retained for half a term and will be disposed of if it is not collected within this time.

15. Monitoring and review

This policy will be reviewed as required.

Any subsequent changes to this policy will be communicated to all staff, pupils, parents/carers and other relevant stakeholders.