Uniform Policy

Southmead Primary School



Approved by:	Full Governing Body	**Date:** 17.11.2026
Last reviewed on:	17th November 2026	
Next review due by:	November 2029	

Version 3

Version History

No.	Description of changes made	Date revised
3	Review and removal of supplier	17.11.26
2	Updated in line with Equality Duty 2010	4.10.22
1	Current policy adopted at FGB	21.9.21

Uniform Policy

1. Introduction

It is our school policy that all children wear school uniform when attending school, or when participating in school-organised events outside normal school hours. We ask children to wear their shirts tucked into their skirts or trousers (unless it is extremely hot) and to take pride in their personal appearance.

We want our children to wear a uniform that is smart and practical and adhered to by all parents. We feel that the children's appearance helps to set high standards of behaviour and personal achievement.

The school has developed a logo which has been embroidered onto the school sweatshirts and polo shirts.

These, along with our PE and book bags, are available online from My Clothing (https://myclothing.com/southmead-primary-school/11461.school). This is an easy way to order school uniform for home delivery (within approximately 28 days) for just £3 delivery charge. **This also raises money for school at no additional cost to you.**

2. Aims, Objectives and legal duties under the Equality Act 2010

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 policy on school uniform is based on the belief that school uniform:

- promotes a sense of pride in our school
- helps to create a sense of community and belonging towards the school
- identifies the children with the school
- supports our commitment to inclusion
- prevents children from wearing 'fashion clothes' that could be distracting in class
- is practical, smart and designed with health and safety in mind

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 Mr Plumb, who can answer questions about the policy and respond to any requests

3. 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
- limiting items with distinctive characteristics to low-cost 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 different uniform requirements for different year/class/house groups
- avoiding different uniform requirements for extra-curricular activities
- considering alternative methods for signalling 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

4. Jewellery, watches, hair ornaments, make-up, nails and footwear

Jewellery

For health and safety reasons we do not allow children to wear jewellery. The exceptions to this rule are ear-ring studs in pierced ears, and small objects of religious significance. However, **during PE the wearing of any type of jewellery is not allowed, neither is the taping over of earrings**. This policy is in line with Devon County Council and national regulations set by the Health and Safety Executive and the British Association of Advisers and Lecturers in Physical Education which states: *All forms of decorative jewellery, such as rings and earrings (including studs and sleepers), hair slides, watches and other objects, which may get caught or break easily, should be removed before the physical education lesson. The wearing of such adornments create an unacceptable environment for work in any physical education lesson.*
Members of staff are unable to remove jewellery as this in itself could lead to accidental harm to the

child so we therefore request that **if your child is unable to remove an item of jewellery themselves it is removed at home before coming into school.**

Watches

Wrist watches may be worn but only for the purpose of telling the time. 'Smart' watches linked to mobile phones are not permitted.

Hair

Hair bands, ribbons / bows or 'scrunchies' should be plain. Hair bands should not have large flowers or items attached.

Extreme hairstyles are not appropriate for school and hair should not be cut too short. The use of styling products should be kept to a minimum and children should not have decorative patterns or 'tram lines' cut into their hair or have their hair coloured or dyed in unnatural colours or more than one colour. For health and safety reasons and to ensure it does not distract from learning, we advise that long hair be tied back.

Make-Up / Nails

Make-up, nail varnish or false nails should not be worn to school.

Footwear

For health and safety reasons we do not allow children to wear shoes with platform soles or high heels. All children are required to wear formal, plain, black shoes. (No trainers, sandals or Croc type shoes.) If boots are worn these should also be plain black. If boots are large and prevent children from sitting comfortably on the floor, they may be asked to change into their PE shoes whilst inside the school building.

5. 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

Pupils are also expected to discuss with their School Council representative if they want to request an amendment to the uniform policy in relation to their protected characteristics.

Parents and Carers

We believe that one of the responsibilities of parents is to ensure that their child has the correct uniform and PE kit, and that it is clean, in good repair and that the child's name is written on all items. If a parent has difficulties for any reason with fulfilling this request, they are asked to speak confidentially to a senior member of staff to discuss the issues. Parents should be assured that we will do all we can to help.

Children who arrive at school wearing non-school uniform clothing will be loaned an appropriate item to wear for that day. The same system will apply for children who do not have a PE kit. Parents will be contacted to discuss the matter.

The school welcomes children from all backgrounds and faith communities. If there are serious reasons, for example on religious grounds or SEND sensory needs, why parents want their child to wear clothes that differ from the school uniform, the school will consider such requests sympathetically. If any parent would like to request a modification to the uniform policy they should, in the first instance, contact the Headteacher.

If your child is entitled to pupil premium, the school will endeavour to support you with purchasing school uniform if required. Please speak with reception staff in the first instance or contact the Headteacher.

Parents are also expected to contact the Headteacher if they want to request an amendment to the uniform policy in relation to 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 school's complaints policy

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

Governors

The governing body supports the Headteacher in implementing the school uniform policy. It considers all representations from parents regarding the uniform policy and liaises with the Headteacher to ensure that the policy is implemented fairly and with sensitivity. It is the governors' responsibility to ensure that the school uniform meets all regulations concerning equal opportunities. Governors ensure that the school uniform policy enables children to dress sensibly, in clothing that is hard wearing, safe and practical.

Monitoring and Review

The governing body monitors and reviews the school uniform policy by:

- seeking the views of parents, to ensure that they agree with and support the policy
- considering, with the Headteacher, any requests from parents for individual children to have special dispensation with regard to school uniform.

6. School Uniform List

Our school uniform list is as follows:

- Jade sweatshirt or cardigan with logo
- Jade polo shirt with logo or plain white polo shirt
- Black or grey trousers, shorts, skirt or pinafore
- Black, grey or white socks
- Footwear: Formal, plain, black shoes. (No trainers, sandals or Croc type shoes.)







PE Kit
T shirt in house colour(Malala - Yellow, Farah - Red, Hawking - Green, Watson - Blue)
Black or grey shorts
Black or grey sweatshirts
Black or grey tracksuit bottoms or leggings
Black or white plimsolls or trainers





Equality Impact and Needs Assessment Form

A) Description

1. Who does the policy relate to? What is their involvement with the policy?

The policy relates to all pupils. The aim of the policy is that all children wear school uniform when attending school, or when participating in school-organised events outside normal school hours. We want our children to wear a uniform that is smart and practical and adhered to by all parents. We feel that the children's appearance helps to set high standards of behaviour and personal achievement.

2. Are there any concerns at this stage which indicate the possibility of inequalities / negative impacts? For example: complaints, comments, research, outcomes of a scrutiny review. Please describe:

None the policy relates to all pupils in school.

3. Is the policy consistent with the School's equality policies? If yes, the EIA is complete.

Yes.