



ELSTOW  
SCHOOL

## **School Uniform Policy**

**Last reviewed on:** June 2023

**Next review due by:** July 2025

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## **1. Aims**

This policy aims to:

- Set 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.
- Explain how the school will avoid discrimination in line with its legal duties under the Equality Act 2010.
- Clarify expectations for school uniform.

## **2. The school's legal duties under the Equality Act 2010**

The school takes its legal obligation to avoid unlawfully discriminating against any protected characteristic, which includes age, sex, disability, race, religion or belief, and gender reassignment.

In line with this, the school will:

- Avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in, suitable for their needs and most reflects their self-identified gender.
- Make sure the uniform costs the same for all pupils.
- Allow all pupils to have long hair (though we reserve the right to ask for it to be tied back for health and safety reasons).
- 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/or other religious/cultural symbols.
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs.
- Allow for reasonable adaptations to this policy on the grounds of equality by asking pupils or their parents/carers to get in touch with the Principal, 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**

The school has a duty to ensure the uniform is affordable and in line with statutory [guidance](#) from the Department for Education on the cost of school uniform.

The school will make sure the uniform is affordable and accessible to all pupils and does not place an unreasonable financial burden on parents/carers. In accordance with the 'School Admissions

Code', the Principal will ensure the school's uniform requirements do not discourage parents/carers from applying for a place for their child.

We will do this by:

- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler.
- Avoiding different uniform requirements for different year groups/classes.
- Avoiding different uniform requirements for extra-curricular activities.
- Making sure arrangements are in place for parents/carers to acquire second-hand uniform items ([www.uniformerly.com](http://www.uniformerly.com).)
- 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.

#### 4. Expectations for school uniform

##### 4.1 The school's uniform

The school believes that a consistent school uniform policy is vital to promote the ethos of the school and provides a sense of belonging and identity for all pupils, regardless of their protected characteristics and socio-economic circumstances.

The school uniform is as follows:

Item	Optional or required	Branding	Cost per item from school supplier
<b>Winter uniform</b>			
Royal blue sweatshirt or cardigan	Required	With or without school logo	From £12.00 (sweatshirt) From £15.00 (cardigan)
White polo shirt	Required	With or without school logo	From £8.00
Grey/black trousers, skirt, shorts, pinafore or skorts	Required	N/A	N/A
White, black or grey socks/tights	Required	N/A	N/A

Plain black shoes (strong, sensible and safe)			
High-heeled shoes, open toe sandals, boots or trainers are not acceptable to wear in school.	Required	N/A	N/A
School backpack	Optional There is no reason for children to bring large bags into school. There is a great shortage of space in the cloakrooms and large bags exacerbate the problem. Lunch boxes can be carried and stored on trollies	With or without school logo	£15.00
School book bag	Optional	With or without school logo	£8.50
<b>Summer uniform</b>			
Blue checked dress (gingham)	Optional	N/A	N/A
Grey/black skirts, shorts or skorts	Optional	N/A	N/A
<b>PE Kit (to be worn on your PE day)</b>			
White cotton PE t-shirt	Required	Without school logo	From £5.00
Dark blue sweatshirt/hooded top/zipped hoody or normal school jumper	Required	With or without school logo (a small, non-school branded logo is acceptable)	From £15.00 (Hooded top) From £12.00 (sweatshirt)
Blue/black plain leggings, jogging bottoms or PE shorts	Required	With or without school logo (a small, non-school branded logo is acceptable)	From £12.00 (jogging bottoms) From £4.50 (PE shorts)

Black/white trainers/plimsolls with non-marking soles (no football studded shoes)	Required	N/A	N/A
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Parents/carers must ensure that all items are clearly labelled with the child's name.

### **Water Bottle**

All children should bring a water bottle into school every day (filled with water only), this can be refilled by children whenever necessary during the day.

Water bottles must be labelled with the child's name.

### **Hair, Jewellery and accessories**

- Only small stud earrings are allowed (which must be removed before participating in PE lessons, including swimming). If a child is not able to remove their own earrings, parents/carers should do so before school on their PE day. If there are exceptional circumstances which prevents this from being possible, parents/carers should provide a letter explaining the reasons and solutions or compromises to address this. During this period the earrings or jewellery will be made safe using micropore tape (provided by the parents/carers), however a teacher may ask a child wearing jewellery or earrings not to participate in an activity if they feel the risk is sufficient.
- Watches are allowed to be worn but must not be an internet enabled smart watch.
- The wearing of wristbands and bracelets is not permitted, unless for religious purposes.
- Only badges provided by the school are to be worn.
- Hairstyles should be appropriate for school, i.e., no designs/tramlines cut into hair or dyed/bright coloured highlights. All long hair (shoulder length or longer) should be tied back.
- Hair accessories are to be kept to a discreet minimum and in navy blue - neither large bows nor headbands with decorative pieces are allowed.
- Nail varnish is not permitted to be worn.
- Transfers/temporary tattoos are not allowed.
- Children are not allowed to wear make-up.

### **Headscarves/Hijab**

- These may be worn for religious reasons but must be in school colours – navy blue, black, or white.

### **Adverse weather**

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

For hot temperatures, this includes wearing:

- Tops that cover the shoulder area.
- Loose-fitting, lightweight tops and dresses, with sleeves and collars (or otherwise covered necklines).
- A sun hat preferably with a wide brim as this offers the most protection.

- If your child has a medical need, they may also bring in sunglasses with the appropriate UV protection (the CE Mark and British Standard Mark 12312-1:2013 E)

Pupils will be advised not to wear any jumpers, cardigans, sweatshirts or hoodies 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, or spare clothing will be provided.

For cold temperatures, this includes wearing:

- Scarves, gloves, coats and hats when outside.
- Warm jumpers that conform to the school's uniform policy.
- Trousers, or skirts and thick tights.

### **Mufti**

On occasion across the school year, children will be permitted to wear mufti (home clothes). These clothes must be clean and suitable for learning, including physical activity (football shirts are not permitted to be worn). On these days there is still no additional jewellery. Clothes and footwear must be appropriate to being able to run around on the playground, and respectable i.e. no midriff showing, no ripped clothing/no ripped jeans, no heels/slip on shoes/flip flops. The school reserves the right to make judgment on the appropriateness of mufti clothes and parents/carers may be contacted.

**At the Principal's discretion, there may be exceptions to the above and these will be considered on a case-by-case basis.**

### **Non-Compliance**

On rare occasions, for example, if slogans on clothing are offensive, Staff are permitted to ask a pupil to take off the clothing, such as a sweatshirt / jumper. In the event they cannot take the clothing off, parents/carers will be contacted and asked to bring in more suitable uniform/clothing.

On other occasions, for example, if a child is wearing inappropriate footwear, teaching and/or support staff will inform parents/carers by telephone, in-person or over our online platform.

If a child requires an item of uniform for a specific activity and no spare clothing is available in school, parents/carers may be asked to bring the item into school.

Individual family circumstances will be considered in the event that a child is not wearing the correct uniform. However, in accordance with our Safeguarding and Child Protection Policy, these will be recorded using our electronic recording system (CPOMs) where appropriate.

Sanctions for breaches of this policy are a last resort: the school endeavors to work with families to resolve breaches of this policy in a timely manner.

## **4.2 Where to purchase the uniform**

The school's current supplier is:

Josens Schoolwear Limited,  
25 Harpur Street,

Bedford,  
MK40 1LA

[www.josens-schoolwear.co.uk](http://www.josens-schoolwear.co.uk)

Given that non-branded school uniform is allowed for all pieces of uniform, our families can obtain uniform from high street retailers, such as Tesco and Sainsburys. This is based on the school colours being worn.

### **Secondhand Uniform**

Friends of Elstow have partnered with *Uniformerly* to offer secondhand uniform, which is available to purchase on [www.uniformerly.com](http://www.uniformerly.com).

The funds from sales going directly back to the school. This is not only an investment in the school, but this is also contributing to a more sustainable future, reducing the amount of wearable uniform going to landfill.

All the uniform has been donated by parents/carers.

## **5. Expectations for our school community**

### **5.1 Pupils**

Pupils must always wear the correct uniform (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 expected to contact the Principal if they want to request an exception / adjustment to the uniform policy in relation to their protected characteristics.

### **5.2 Parents/carers**

Parents/carers must make sure their child has the correct uniform and PE kit, and that every item is:

- Clean.
- Clearly labelled with the child's name.

Parents/carers are expected to contact the Principal if they want to request an exception / adjustment 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 the Trust'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 Principal if the situation does not improve.

Ongoing breaches of this uniform policy will be dealt with in relation to the school's 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 the school's context.
- Is implemented fairly across the school.
- Takes into account the views of parents/carers and pupils.
- Offers a uniform that is appropriate, practical and safe for all pupils.

The Governing Board will also make sure the school'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 every 2 years by the Principal. At every review, it will be approved by the Trust Board.

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

### **7. Links to other policies**

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'.

This policy is linked to our:

- Behaviour policy
- Home school agreement
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy