



School Uniform Policy

Reviewed by: Louise Dunn

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Next Review Date: February 2027

Duncombe Primary School

Uniform Policy – Summary

Purpose

This policy ensures our school uniform is affordable, practical and inclusive, while meeting our legal duties under the Equality Act 2010. It sets clear expectations for pupils, parents, staff and governors.

Equality and Inclusion

We are committed to avoiding discrimination. The school:

- Does not set gender-specific uniform requirements
- Allows religious garments (e.g. plain black or navy hijab)
- Permits reasonable adaptations for medical, sensory or religious needs
- Considers requests for changes on a case-by-case basis through the Headteacher

Keeping Costs Low

To support families, we:

- Limit compulsory branded items to a maximum of two
- Avoid frequent uniform changes
- Allow plain items to be purchased from a wide range of retailers (e.g. supermarkets and high street stores)
- Prioritise value for money in supplier arrangements

Main Uniform Requirements

- School logo jumper or cardigan
- Red polo shirt
- Navy, black or grey bottoms/skirt/pinafore
- Plain black or navy shoes
- Plain black, navy or grey socks/tights
- White PE t-shirt
- Plain black or navy hijab (if worn)
- Swim cap for swimming lessons

Additional expectations:

- No jewellery (except small stud earrings)
- No makeup
- Long hair tied back
- No brightly coloured hair
- Coats must be black or navy

Responsibilities

Pupils must wear correct uniform at school and on school activities.

Parents/Carers must ensure uniform is clean, labelled and in good condition, and raise concerns appropriately.

Staff will monitor uniform consistently and respond sensitively where financial hardship may be a factor.

Governors review the policy every two years to ensure fairness, affordability and suitability.

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1. Aims

This policy aims to:

Set out the school’s approach to requiring a uniform that is of reasonable cost and offers the best value for money for all 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. Our school’s 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, sexual orientation, 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

Make sure that our uniform costs the same for all pupils

Allow all pupils to have long hair, although we reserve the right to ask that long hair 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

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 with the Headteacher 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

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 uniforms.

We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo attached or be in a unique fabric or style) cannot be purchased from a wide range of retailers, and that requiring many such items limits parents/carers' ability to shop around for the best price.

We will therefore make sure our uniform:

Is available at a reasonable cost

Provides the best value for money for parents and carers

We will do this by:

Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of:

2 or fewer for example, by only asking that the jumper/cardigan features the school logo

We will avoid frequent changes to uniform specifications, and minimise the financial impact on parents/carers of any changes and will continue to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money

4. Expectations for school uniform

4.1 Our school's uniform

Duncombe Primary school uniform consists of

- 1 jumper/cardigan with the school logo
- Red polo shirt
- White t-shirt for P.E.
- Navy blue sweatshirt OR cardigan
- Black, grey OR navy blue bottoms/skirt. School pinafore dresses are also allowed
- Black, grey OR navy blue socks/tights. Patterns and additional colours are not acceptable for school
- Black OR navy blue plain hijab. Hijab with patterns and additional colours are not to be worn at school
- All black shoes, trainers or boots. Footwear with additional colours cannot be worn at school

Expectations for uniform

All children participating in swimming lessons should wear a swim cap

No jewellery is allowed apart from small studs

No make up is allowed

Long hair should be tied back and brightly colored hair is not allowed

Coats should be black or navy blue and should avoid patterns and additional colours

4.2 Where to purchase or acquire it

Parents and carers can buy school uniforms from Brigade or MyClothing. Link is on the website. School uniform can be purchased from anywhere as long it is within the school colours listed above. Asda, Sainsburys, Tesco, Argos and other high street stores all carry plain school uniform

5. 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 Headteacher 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 contact the Headteacher 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 in accordance with the school's complaints policy.

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 headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by 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 and the pupil will not miss classroom teaching because of a sanction. This is in line with the statutory guidance.

5.4 Governors

The governing board will review this policy and make sure that it:

- Is appropriate for our 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 board will also make sure that 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 two years by the SBM At every review, it will be approved by full governing board

7. Links to other policies

This policy is linked to our:

Behaviour policy

Equality information and objectives statement

Anti-bullying policy

Complaints policy