



*The*  
**Hawthorns**  
Primary School

## **Uniform Policy**

Agreed and Adopted by the Governing Body on: 4<sup>th</sup> October 2022

Signed : J Shepherd

The policy will be formally reviewed on: October 2025

## 1. 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. 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 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 the Headteacher 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

- 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 leveler
- Avoiding different uniform requirements for different year groups
- Avoiding different uniform requirements for extra-curricular activities
- 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. Expectations for school uniform

### 4.1 Our school's uniform

- White or sky blue polo shirt (school logo optional)
- Royal blue or sky blue sweatshirt or cardigan (school logo)
- Plain smart skirt or pinafore in dark grey
- Trousers or tailored shorts in dark grey
- Socks should be white, grey or black in colour. Tights should be grey in colour.
- Shoes should be black with a good grip, give the feet good support and fasten securely. (No boots, trainers or open-toed sandals)

#### 4.1.1 PE Kit

- Royal blue or sky blue T-Shirt (school logo optional)
- Navy shorts or jogging bottoms
- Navy sweatshirt (school logo optional)
- Plimsolls/trainers in black or navy

#### 4.1.2 Swimming Kit (Year 5)

- Swimming costume/trunks and swimming cap (any colour)

#### 4.1.3 Jewellery

- **Not to be worn in school.** However, if a child has pierced ears, plain studs only should be worn. **For safety, these have to be removed during P.E. activities.** If the ears are newly pierced, they may have to be covered with tape (children should bring in their own tape).

#### 4.1.4 Hair

- Long hair i.e. below shoulder length should be tied back with a band, for health and safety reasons at all times. School coloured hair bands/scrunchies are preferred.

## 4.2 Where to purchase it

The school operates an online uniform shop selling all logo items.

The website address is <https://www.gooddies.co.uk/product-category/schools/hawthorns/>  
A link is also available on the school website.

Parents are welcome to purchase non-school logo items through a retailer of their choice; however, they must comply with the uniform guidelines.

The PTA run a second-hand sale termly where uniform can be bought at a significantly reduced price.

## 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 and in good condition
- Clearly labelled with the child's name

Parents 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 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.

### **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.

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 our school's context
- Is implemented fairly across the school
- Takes into account the views of parents 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 3 years by the Headteacher. At every review, it will be approved by the Full Governing Body.

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

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Complaints policy