



Byers Green Primary School – School Uniform Policy

Approved by: Governing Board

Applies to: All pupils, parents/carers, staff and suppliers

Date approved: 22.06.2026 Next review: June 2027

1. Purpose and scope

This policy sets out Byers Green Primary School's approach to school uniform and appearance. It aims to promote a strong sense of identity and belonging, support high standards of behaviour, and ensure that uniform is affordable and inclusive so it is never a barrier to attending our school. The governing board has had regard to the Department for Education (DfE) statutory guidance on the cost of school uniforms and to non-statutory guidance on developing school uniform policy, alongside our duties under the Equality Act 2010, the Human Rights Act 1998 and relevant safeguarding and health and safety legislation.

2. Principles

- **Affordability:** keep costs down and secure best value for money; minimise compulsory branded items and permit high-street/supermarket alternatives.
- **Inclusion and equality:** avoid discrimination; make reasonable adjustments for disabled pupils and those with sensory or medical needs; allow items required by faith or culture.
- **Clarity and consistency:** set clear expectations that are easy to understand and apply with sensitivity.

- Sustainability: provide access to quality second-hand uniform and encourage re-use.
- Pupil welfare: ensure uniform is practical, comfortable, weather-appropriate and safe for learning and play.

3. Consultation and review

We consult pupils, parents/carers, staff and suppliers when introducing or significantly changing this policy. Feedback can be provided via the school office or parent forums. The policy is reviewed annually by the governing board.

4. Uniform requirements

4.1 Day-to-day uniform (Autumn/Spring terms)

- Red sweatshirt or cardigan (logo optional).
- White or navy blue polo shirt or shirt/blouse.
- Grey or black trousers, shorts, pinafore or skirt.
- Blue gingham dress may be worn in warmer weather.
- Plain black school shoes (flat, closed toe). Trainers are permitted.

4.2 Physical Education (PE) and sport

- Plain white t-shirt (logo optional).
- Plain navy shorts, skirt or jogging bottoms/leggings.
- Trainers for outdoor PE; plimsolls or bare feet (as directed) indoors.
- Outdoor layer: plain navy sweatshirt/ zip through or school sweatshirt.

4.3 Appearance, hair and jewellery

- Hair should be clean and secured off the face where it could pose a safety risk (e.g., in PE, science, DT).
- Protective hairstyles (e.g., locs, braids, twists), head coverings and hair textures are welcomed. The school does not prohibit specific hairstyles associated with race or culture.
- Jewellery: small stud earrings and a wristwatch only. Earrings must be removed or taped for PE (parental responsibility).
- Make-up and nail varnish are not part of uniform and should not be worn.

4.4 Branded items limit

We keep compulsory branded items to a minimum. Current compulsory branded items: none. Optional branded items (e.g., logo sweatshirt/cardigan) are available but not required. We will continue to comply with any future legal limits on branded items introduced by government.

5. Cost and suppliers

Parents/carers may purchase uniform from any retailer that meets the colour and style described above. If using a specialist supplier for optional branded items, the school will ensure competitive pricing and no exclusive monopoly where this would increase costs. Contracts with any supplier will be tendered openly and reviewed regularly to ensure value for money.

6. Second-hand uniform

We support access to good-quality second-hand uniform. The school accepts donations via the school office and Mrs Blenkiron can provide you with those on request. We will hold an annual swap shop as part of Sports Day.

7. Financial hardship

Families facing financial difficulty should contact the school office in confidence. We can provide guidance on local support, including pre-loved uniform schemes, and, where possible, short-term assistance from school funds or charitable partners.

8. Reasonable adjustments and SEND

We will make reasonable adjustments to the uniform for pupils with disabilities, medical conditions or sensory needs. Adjustments may include alternative fabrics, fastenings, footwear or a more flexible approach to items such collars. Requests should be made to the headteacher; decisions will be recorded and reviewed with families.

9. Religious and cultural dress

Items worn for reasons of faith or culture (for example hijab, turban, patka, kippah) are permitted in school colours where practical. Safety considerations (e.g., PE, practical subjects) will be discussed with families to agree appropriate arrangements.

10. Environmental sustainability

We encourage purchasing durable items, repairing where possible, and donating outgrown uniform. We will seek suppliers with sustainable sourcing and ethical standards.

11. Non-compliance

Where a pupil is not in the correct uniform, staff will speak to the pupil sensitively and, where needed, contact parents/carers to resolve the issue. Sanctions will be proportionate and consider individual circumstances, including equality, SEND and safeguarding factors. We will not exclude pupils solely for uniform non-compliance.

12. Complaints and challenges

Concerns about this policy should be raised with the headteacher in the first instance. If unresolved, please follow the school's complaints procedure. We will consider requests for exceptions or adjustments on a case-by-case basis.

13. Publication

This policy, the uniform list, supplier details and information about obtaining second-hand uniform are published on the school website and available in hard copy on request.

14. Monitoring and impact assessment

The governing board will monitor affordability (including the total cost of a full set of uniform and PE kit), availability, and the impact on groups with protected characteristics. An equality impact assessment will be undertaken when the policy is reviewed or significantly changed.

15. Roles and responsibilities

- Governing board: approves policy; ensures compliance with statutory guidance and equality duties; reviews costs and supplier arrangements.
- Headteacher: implements policy; ensures publication and communication; authorises reasonable adjustments.
- Staff: apply the policy fairly and sensitively; raise concerns where affordability or inclusion issues arise.
- Parents/carers: ensure pupils attend in the agreed uniform; communicate any difficulties promptly.
- Pupils: wear uniform with pride; report issues respectfully.

Appendix A – Compliance checklist (for governors)

- ☐ Have we minimised compulsory branded items and allowed high-street alternatives?

- Do we provide clear routes to obtain low-cost second-hand uniform?
- Have we openly tendered any supplier contracts and avoided exclusivity where it increases price?
- Is information for parents published clearly on our website?
- Have we considered equality, SEND and human rights implications (including hair/disability/religion)?
- Are sanctions for non-compliance proportionate and sensitive?
- Have we consulted with parents, pupils and staff on changes and recorded responses?
- Do we have a process to approve reasonable adjustments quickly?

Appendix B – Key guidance and legislation

- DfE statutory guidance: Cost of school uniforms (latest).
- DfE non-statutory: School uniforms – Developing school uniform policy.
- Education (Guidance about Costs of School Uniforms) Act 2021.
- Equality Act 2010 and schools – departmental advice.
- Working together to improve school attendance (re: behaviour/sanctions interface).