Love *Generosity* *Compassion* *Courage* *Forgiveness* *Friendship* *Respect*

Faith Primary Academy

School Uniform Policy

Our school vision is inspired by the bible verse Ephesians 5: 8-9:

For you were once darkness, but now you are light in the Lord. Live as children of light.

Faith Primary is a joint Catholic and Church of England Academy.

Guided by our Christian ethos we are here to serve the community, helping the children and all involved in the school to reach their full potential in safe and happy environment.

"Loving and Learning in the Light of the Lord"

Love *Generosity* *Compassion* *Courage* *Forgiveness* *Friendship* *Respect*

Reviewed: **September 2025** Review date: **September 2027**

This policy is in line with the DfE's statutory 'Cost of school uniforms' guidance. Schools are expected to be compliant with the majority of this guidance by September 2022; however, there a re exceptions, such as where the school is tied into a contract with a supplier and where a competitive tender must be run to set up

a new uniform contract. All schools should be fully compliant by September 2023 where possible. Read our Up-to -speed on: Statutory 'Cost of school uniforms' Guidance for more information.

Statement of intent

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

For the purposes of this policy, **"uniform"** includes the following elements of pupils' appearance:

- Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. non-uniform.
- Hairstyles and headwear.
- Jewellery and other accessories.
- Cosmetics such as makeup, nail polish and false nails.

This policy lays 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.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in a way that sets an appropriate tone for education.

1. Legal framework

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 operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour for Learning Policy
- Inclusion Policy
- Tendering and Procurement Policy

2. Roles and responsibilities

The governing board is responsible for:

- Establishing, in consultation with the headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible, inclusive, and does not disadvantage any pupil because of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating in this policy how best value for money has been achieved.
- Ensuring compliance with the DfE's 'Cost of school uniforms' guidance.
- Processing and approving all eligible School Uniform Assistance Application Forms.

The headteacher is responsible for:

- Enforcing the school's uniform rules on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing board.
- Providing pupils with an exemption letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting shirt.

Staff are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Where appropriate to their role, disciplining pupils who are in breach of this policy.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher if their child requires an exemption to the uniform rules for a period of time, with a reason why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the headteacher has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

3. Cost principles

The school will ensure that its school uniform is affordable and accessible to all pupils, and does not place an unreasonable financial burden on parents.

In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform requirements do not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.

- Parents of pupils with protected characteristics that may impact their ability to access the uniform.
- LAC and PLAC.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.
The school will keep variations in school uniform for different groups of pupils, e.g. year groups pecific items or house colours, to a minimum to ensure that pupils can get the most wear out of their uniform and that parents can pass some items down to younger siblings.

The school will keep branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, e.g. supermarkets, due to the item's logo, colour, design, fabric or other unique element. Where the school requires an item of branded clothing, it will assess how prices can be kept as low as possible and put measures in place to facilitate this. This may include:

- Offering sew- or iron-on logo patches for blazers and jumpers that can be bought at nonspecialist retailers, instead of requiring specific branded jumpers.
- Ensuring branded items are longer-lasting and unlikely to be grown out of quickly, e.g. ties.
- Making donated second-hand uniform available for purchase at a lower price.

The school will meet the DfE's requirements and recommendations on costs and value for money. Care will be taken to ensure that school uniform is affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school will work with multiple suppliers to obtain the best value for money possible. Any savings negotiated will be passed to parents where possible. The school will not enter into exclusive singlesupplier contracts or cash-back arrangements. More information on supplier processes can be found in the 'School uniform supplier' section of this policy.

The school will not make frequent changes to uniform requirements and will take the views of parents and pupils into account when considering any changes.

4. Equality principles

The school takes its legal obligation to avoid unlawfully discriminating against any protected characteristic very seriously. In line with this, the school will aim to ensure that its uniform policy is as inclusive as possible so that all pupils can access a school uniform which is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that, where appropriate and with pupils' consent, views and advice are sought specifically from pupils, and parents of pupils, who:

- Are transgender or non-binary.
- Are of a religious or cultural background that has specific dress requirements.
- Have SEND and/or sensory needs.

Parents' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

Information on how the school ensures its uniform policy does not discriminate against pupils with specific protected characteristics is outlined below. **Gender**

To avoid disproportionately impacting pupils of a certain gender, the school will ensure that the cost of uniform is as equal in price as possible across items for all genders.

This includes:

- Adhering to the procedures laid out in the 'Cost principles' section of this policy.
- Not directly requiring pupils of a certain gender to buy additional uniform, e.g. by requiring female pupils to buy both trousers and skirts.
- Not indirectly requiring pupils of a certain gender to buy additional uniform, e.g. by offering football in PE to only male pupils and requiring they buy football boots to participate.
- Not holding pupils of different genders to different uniform standards, e.g. by banning certain hairstyles for only one gender.

The school will implement a gender-neutral uniform, meaning that pupils will not be required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records. Transgender pupils are supported to access the uniform that best reflects their gender expression in line with the LGBTQ+ Policy.

Religion and belief

To avoid disproportionately impacting pupils of a certain religion, belief or culture, the school will ensure that there is flexibility to allow pupils to present themselves in a way that adheres to their dress requirements as far as possible, within the school's uniform policy.

The school will endeavour to meet all requests for amendments to the uniform for these purposes; however, the needs and rights of individual pupils will be weighed against any health and safety concerns appropriate to the circumstances, e.g. if safety headgear needs to be worn.

Race

To avoid disproportionately impacting pupils of a certain race, the school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a pupil's ethnic origin, e.g. natural Afro hairstyles.
- Not banning hairstyles worn because of cultural, family and social customs, e.g. cornrows.
- Not banning head coverings related to a pupil's culture or ethnic origin, e.g. African heritage head wraps.

The school will follow the good practice guidance provided by the Equality and Human Rights Commission on 'Preventing hair discrimination in schools'.

SEND and medical conditions

To avoid disproportionately impacting pupils with SEND or medical conditions, the school will ensure its uniform policy takes into account the needs of these pupils. This includes:

- Ensuring the school uniform allows for variations for pupils whose sensory conditions may impact how they dress, e.g. pupils with a sensitivity to rough fabrics.
- Allowing variations to the standard uniform for pupils whose medical conditions may impact how they dress, e.g. pupils with casts who require loose-fitting clothing or pupils with hair loss-related conditions who wish to wear head coverings.

Where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

5. Complaints and challenges

The school will endeavour to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

The school will refer individuals who wish to complain to the Complaints Procedures Policy and request that they follow the procedures outlined therein.

When a complaint is received, the school will work with the complainant to arrive at a mutually acceptable outcome.

6. School uniform supplier

The school's current school uniform supplier (for branded items) is:

- **Trutex Schoolwear**
- **48-50 London Road, Liverpool L3 5NF**
- **0151 709 7009**

Unbranded items such as school shirts, trousers and skirts can be purchased from all major supermarkets.

7. Uniform assistance

The school will support disadvantaged families in meeting the costs of uniforms. School uniform assistance will be provided in the form of the school purchasing the required uniform for each family. The budget for the school uniform assistance scheme will be derived from pupil premium funds.

Families who require support will be asked to complete a School Uniform Assistance Application Form and return it to the school office.

The school will hold second-hand school uniforms in the school office for parents to access; access to these uniforms will be made available upon request made to the headteacher.

Parents will be invited to donate their child's uniform when they no longer need it.

8. Non-compliance

When the uniform policy is no adhered to, staff will contact parents to explore the reasons why and offer support if needed.

The headteacher, or a person authorised by the headteacher, will be permitted to ask a pupil's parent / guardian to attend school with items of clothing that will remedy breaches to the school's uniform.

In cases of children wearing jewellery deemed a health and safety risk, staff will ask children to remove the jewellery and parents will be contacted by the school office

Parents will be notified of pupils' breaches of school uniform in all cases.

9. School uniform

Clothing

The school uniform is as follows:

Item	Optional or required	How to acquire	Cost per item from school supplier
Burgundy Sweatshirt	Required	Available from school supplier and regular retailers	£11.99
School joggers	Required	Available from school supplier and regular retailers	£10.99
Blue polo shirt	Required	Available from school supplier and regular retailers	£7.99
Burgundy School Jumper / Cardigan	Required	Available from school supplier and regular retailers	Jumper From £15.99 Cardigan from £16.99

Blue shirt	Required	Available from school supplier and regular retailers	N/A
Grey trousers or grey skirt	Required	Available from regular retailers	N/A
School tie	Required	Available from school supplier.	Elastic £3.50 Full £4.00
Sensible, plain black shoes	Required	Available from regular retailers	N/A
Summer optional uniform EYFS			
Blue summer dress	Optional	Available from regular retailers	N/A
Grey shorts	Optional	Available from school supplier, second-hand from school office, and from regular retailers	£7.99
White polo shirt	Required	Available from school supplier and regular retailers	£7.99
Summer optional uniform KS1&KS2			
Light blue gingham school dress	Optional	Available from regular retailers	N/A
Light blue Polo Shirts	Optional	Available from regular retailers	N/A
PE kit			
Plain white / light blue t-shirt	Required	Available from regular retailers	N/A
Plain black shorts	Required	Available from regular retailers	N/A
Plain trainers / pumps	Required	Available from regular retailers	N/A

The school will not consider trainers or high heels suitable school shoes

Parents are responsible for ensuring their child brings their PE kit to school when needed.

Jewellery

The school rules on jewellery are as follows:

- Stud earrings may be worn
- A smart and sensible wrist watch may be worn – not a smart watch.

Pupils will be advised that jewellery is their personal responsibility and not that of the school. Lost or damaged items will not be refunded..