Responsible Body	Title of Policy	
Governing Body of Flyford Flavell Primary School	Uniform Policy	

Last reviewed on Date: 31st May 2025

Next Review Date: 31st May 2028

Signature .....**(Chair of Governors)**

Print Name…….

Introduction

Flyford Flavell Primary School, 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.

Aims

Our policy is based on the belief that a school uniform:

- promotes a sense of pride in the school
- develops a feeling of belonging
- is practical and distinctive
- identifies the children with the school
- promotes positive behaviour
- makes children feel equal to one another in terms of appearance
- reflects the sense both of community and of diversity that the school takes pride in
- is regarded as suitable, and good value for money, by most parents

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 known to be 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.
- 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 will be supported to access the uniform that best reflects their gender expression.

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 (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 uses soft, stretchy fabrics and avoids intricate buttons or hard seams.
- 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.

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

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 Policy
- Equal Opportunities Policy

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 DfE's '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 can provide second hand uniform in good condition for pupils whose families are experiencing financial hardship. The school will provide a uniform grant for additionally funded pupils, entering Year 5 to support families with the increased cost of our UKS2 uniform.
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 branded uniform items to a minimal level that is reasonable for all members of the school community and share that alternative options are also acceptable (i.e. non branded).. 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. At present it is not a requirement to wear branded clothing. The school also invites parents to donate used, surplus uniform, which is made available in our pre-loved uniform sales organised by our PTA or to support parents on request.

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

Roles of the Governing Body

- Establishing, in consultation with the Headteacher, 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.

Role of the Headteacher

- The Headteacher is to ensure that pupils comply with the uniform policy agreed by the Governing Body.
- The Headteacher has a duty to enforce the school uniform throughout the school community, as part of the duty within maintenance of day to day discipline in the school.
- The Headteacher will speak to the parents of children who persistently do not wear the correct uniform.
- The school will follow the DfE guidelines and will not consider exclusion from the school where a pupil fails to comply with the school's rules on uniform.

Role of Staff

- Set a good example in terms of dress.
- Remember that in our respective roles we serve the local community as a set of professionals.
- To remind children to wear school uniform. The class teacher will speak to parents whose children who do not wear the correct uniform. If they continue to not wear the correct uniform, they are to be referred to the Headteacher.

Role of the Parents/Guardians

- Support the aims and ethos of our school uniform policy.
- Speak in confidence to Headteacher or Class teacher if needing support with uniform.
- Ensure that their child / children adhere to the school's uniform policy.
- Ensure that pupils come to school in uniform everyday unless there are special circumstances such as non-uniform days.

Branded Items
Please note that our school badge is not compulsory as this can increase costs. The vast majority of items (excludes UKS2 sports top) can be purchased from a wide range of affordable suppliers.

School Uniform Flyford Flavell Primary School

Jewellery

On health and safety grounds, we do not allow children to wear jewellery to school, except for small, plain, round gold or silver coloured stud earrings and watches, excluding "smart watches."

Labels

All clothing should be clearly named. The school cannot accept responsibility for any lost items.

Bags
Navy book bag and navy draw string P.E. bag. Please note that we do not have the space to store rucksacks or backpacks safely. Year 5

and 6 children may bring in a small rucksack that will fit in their school locker.

Hairstyles

Long hair must be tied up or back for health and safety. Children may wear small, plain hair accessories, in school colours. Hairstyles must be age appropriate and suitable for a primary school setting. Extreme hairstyles, e.g. hair colouring, tramlines, shaven areas on head, etc, are not permitted.

Make-up/Body Art

Pupils are not to wear make-up, including nail varnish. Other forms of body art such as temporary tattoos are not permitted.

Hair Coverings

Children may wear hair coverings in plain colours for religious observance. For health and safety purposes, all hair coverings must be short.

Water Bottles
Children may bring in a bottle of fresh water in a clear water bottle.

Shoes: All
Plain black school shoes (no sandals, trainers, sports shoes or high heels etc) We ask that shoes with velcro fasteners are worn by children who are unable to tie shoe laces independently.

Reception to Year 4
Navy blue pinafore dress or skirt, knee length or longer
Grey trousers for boys/Navy Trousers for girls
Pale blue blouse or polo shirt
Navy cardigan, jumper or sweatshirt
Plain grey, navy or black socks or tights.

Optional Summer Term Uniform
Beginning of Summer term to Autumn half-term**.** Light blue and white check dress or skort dress, knee length or longer. Grey shorts. Pale blue blouse or polo shirt. White socks, (can be ankle length), grey shorts with pale blue blouse or shirt.

P.E. Kits
Pair of rubber soled black pumps
White T-shirt
Navy shorts
Strong trainers for outdoor games or football boots
Navy tracksuit for outdoor games and forest school

School Uniform Flyford Flavell Primary School Year 5 and 6
Navy blue knee length pinafore dress, skirt, skort, knee length or longer
Grey trousers
Pale blue blouse or pale blue shirt
Navy cardigan or jumper
If wearing a dress/skirt/pinafore: plain grey, black or navy knee length socks or tights
School tie
Plain grey, navy or black socks
School tie

Optional Summer Term Uniform
Beginning of Summer term to Autumn half-term. Light blue and white check dress or skort dress. White socks, (can be ankle length), grey shorts with pale blue blouse or shirt.

P.E. Kits
Navy and pale blue sports socks
Navy and pale blue PE sports top**
Football boots
Blue Shin Pads (Optional)

Forest School and Educational Visits

For some activities, pupils will be advised to wear specific clothes suitable for the activity.
Forest School sessions: pupils should wear navy jogging bottoms and a navy sweatshirt or fleece.
Residential (and some other educational visits, as necessary): specific kit lists will be shared in advance.

Additional Information

We ask parents of children in Reception to send in a spare pair of wellies, socks, pants and a waterproof coat into school.

Suppliers

If parents wish to purchase non branded items of uniform all items, excluding the Year 5 and 6 sports top and be purchased from a range of affordable suppliers including supermarkets.

If parents wish to purchase branded items of uniform, all items can be purchased via:

The School Shop
26 High Street
Evesham
WR11 4HJ
hello@theschoolshopuk.co.uk
https://www.theschoolshopuk.co.uk/