



Uniform Policy

Date Reviewed: 06/2025

Reviewed By: LGB

Next Review Due: 06/2028

Review Cycle: 3 Years

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 age, sex, 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 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 a way that is appropriate for school and makes them feel most comfortable.
- 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 to get in touch with Sarah Carrington (**Executive Headteacher**), Rachael Pollard (Deputy Headteacher - Stoughton), Denise Lewis (Deputy Headteacher - Northmead), Rebecca Arnell (**SENCO - Stoughton**) or Joanne Heicks (**SENCO - Northmead**) 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 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, we limit our badged items to a

school jumper or cardigan and a school PE t-shirt.

- 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 leveller.
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels.
- 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 uniforms

This includes both uniform items for PE and everyday uniform

- Branded items that are required: Jumper or Cardigan, PE T-shirt and book bag (Stoughton Infants).
- Optional branded items: School polo t-shirt.
- Jewellery: children are only allowed to wear stud earrings and must be able to remove these independently for PE lessons. Necklaces such as a St. Christopher, Cross or another religious symbol are acceptable but these should be tucked inside t-shirts for safety reasons and must be removed for PE.
- Children need to wear black shoes for school and trainers or plimsolls for PE.
- Wellington boots are required for Forest School sessions.

4.2 Where to purchase it

- Branded school uniform items can be purchased new from [Stephensons](#).
- 2nd hand uniform is available through the Friends of Stoughton or Northmead Supporters Team. There are 2nd hand uniform sales each term and at other times items can be requested through their Facebook pages.

4.3 Extreme Weather

- In extreme weather such as a heat wave or freezing snow we may make adaptations to the school uniform for this short period of time when the weather is extreme.

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 Sarah Carrington (**Executive Headteacher**), Rachael Pollard (**Deputy Headteacher - Stoughton**), Denise Lewis (**Deputy Headteacher - Northmead**), Rebecca Arnell (**SENCO - Stoughton**) or Joanne Heicks (**SENCO - Northmead**) 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 are also expected to contact Sarah Carrington (**Executive Headteacher**), Rachael Pollard (**Deputy Headteacher - Stoughton**), Denise Lewis (**Deputy Headteacher - Northmead**), Rebecca Arnell (**SENCO - Stoughton**) or Joanne Heicks (**SENCO - Northmead**) 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 the correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the Deputy Headteachers or SENCOs if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by Deputy Headteachers and 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 Local Governing Body will review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the school
- Considers 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 Executive Headteacher. At every review, it will be approved by the Local Governing Body.

7. Links to other policies

This policy is linked to our:

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