School Uniform Policy	
Date	June 2025
Review	June 2028 by Resource Committee and approved by FGB
Statutory policy for website reviewed every 3 years by Resource Committee and approved by FGB	
This policy has been equality impact assessed taking into account the nine protected characteristics and our school's equality objectives.	
Other related policies: • Behaviour policy • Equality information and objectives statement • Anti-bullying policy • Complaints policy • Health and Safety	

In formulating our policy we have been guided by the Education (Guidance about Costs of School Uniforms) Act 2021. and DfE non-statutory guidance on school uniform

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

Introduction

It is our school policy that all children wear school uniform when attending school, or when participating in a school-organised event outside normal school hours (when appropriate)

Objectives

Our policy on school uniform is based on the notion that school uniform:

- Promotes a sense of pride in the school contributing to the ethos of our school and setting an approximate tone;
- Engenders a sense of community and belonging towards the school;
- Is practical and smart;
- Identifies the children with the school;
- Support positive behaviour and discipline;
- Protect children from social pressures to dress in a particular fashionable way which could also be distracting in class;
- Makes children feel equal to their peers in terms of appearance;
- Is regarded as suitable wear for school and good value for money by most parents;
- Is designed with health and safety in mind
- Ensures pupils of all races and backgrounds feel welcome;

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.

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. For our school our branding is limited to our school jumper/ cardigan and PE top.
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Avoiding different uniform requirements for different year/class/house 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 minimizing the financial impact on parents of any changes
- We recognize that children move from different schools at different times and to limit costs have included black and grey trousers shorts and skirts.
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

Sandlings' School uniform

Branded items which are required and can only be purchased from our school:

- School jumper /cardigan
- PE T- shirt

Generic Items that can be purchased from low cost retailers

- White Collared shirt/polo-shirt/blouse
- Black/grey trousers/shorts/skirts /pinafore dress (shorts, skirts and dress must be no shorter than knee length
- Maroon checked dress - knee length
- Black/grey/white socks/tights - socks must be no longer than knee length

Expectations for PE

Children come to school dressed for PE on their PE days so therefore do not require a PE bag, although children attending an after school sports club or swimming sessions will need a small bag /rucksack for these items on these days.

- School branded t- shirt
- Black shorts/skort
- Black plain jogging bottoms
- Black plimsolls or trainers

Swimming Kit

- A large towel
- Due to the nature of the activity unisex swim wear is not appropriate in order to cover private parts of the body and so boys should wear trunks or swim shorts (long or baggy beach shorts are not to be worn for safety reasons) and girls should wear a one-piece swimming costume.
- All pupils will require a swimming hat and these can be purchased at the pool reception or from sports shops.

Footwear

Black school Shoes (Not trainers, boots or sandals)

The school wants all children to grow into healthy adults. We believe that it is dangerous for children to wear shoes that have platform soles or high heels, so we do not allow children to wear such shoes Neither do we allow children to wear trainers to school; this is because we think that this footwear is appropriate for sport or for leisurewear, but is not in keeping with the smart appearance of a school uniform and therefore require all children to wear black shoes.

Bags and coats

Children can wear any coat suitable for the weather conditions. In colder weather if children have not brought a coat they will stay inside if we are unable to provide one for them.

Children will need a small bag/ rucksack each day to transport water bottles, reading books, reading diaries and homework.

Jewellery

On health and safety grounds, we do not allow children to wear jewellery in our school. The exceptions to this rule are:

- Ear-ring studs in pierced ears
- Small objects of religious significance

We ask the children to remove these objects during PE, games and swimming for health and safety reasons.
The school advises parents who wish their children to have their ears pierced to do so at the beginning of the school holidays.
Medical identification bracelets may be worn by children who have significant medical problems e.g. Diabetes or epilepsy.

Extreme haircuts

The school does not permit children to have 'extreme' haircuts that could serve as a distraction to other children and the head teacher will meet with parents to discuss if necessary. Hairstyles and haircuts which are deemed too extreme such as tramlines, stars, shaved heads (No shorter than a number 2), extreme patterns 'V' styles, Mohican cuts, or dyed, tipped or dipped hair are also forbidden. Pupils with long hair should also tie it back for safety reasons.

Second-hand uniforms

Second hand uniforms can benefit all parents, particularly those on low incomes. In addition, by extending the life of garments, it is more sustainable.

We regularly promote our second hand stock to parents which we sell at 50% reduction for branded items and £3 for all other items .

Expectations for our school community

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)

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 the headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics or the cost of the uniform. The school welcomes children from all backgrounds and faith communities. If there are serious reasons, for example on religious grounds, why parents want their child to wear clothes that differ from the school uniform, the school will look sympathetically at such requests.
Parents are asked to follow the schools complaints procedure to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner in the first instance this would always be to discuss concerns with the head teacher. Disputes about the cost of the school uniform will be dealt with in accordance with our school's complaints policy

The school will work closely with parents to arrive at a mutually acceptable outcome.

Sandlings Team

The team 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.

Ongoing breaches of our uniform policy will be dealt with by the headteacher

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

The role of 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.

Monitoring arrangements

This policy will be reviewed every three years by the Resource Committee which will then be approved by the Full Governing Board.