



# School Uniform and Appearance Policy

‘Educational Inclusion’ is about equal opportunities for all pupils. It pays particular attention to the provision for, and achievement of, different groups of pupils’

Developed by **Staff based on model from The Key**

In consultation with **Staff and Governors**

Responsible Committee **Teaching and Learning**

Approval Date **20/1/26**

Review Date **31/1/27**

Communication **Staff Shared Drive  
School Website**

## Introduction

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

Through this policy, we aim to ensure that within our school we promote an atmosphere which encourages effort, enjoyment and a celebration of the achievements of all our pupils. The schools concern for these high standards is also reflected in the pride we take in our school uniform and feeling of belonging it creates.

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

- promotes a sense of pride in the school;
- engenders a sense of community and belonging towards the school;
- is practical and smart;
- identifies the children with the school;
- prevents children from coming to school in fashion clothes that could 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

## 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

The Governing body at Thakeham Primary School will respect variations to our school uniform if they are directly related to established religious or cultural traditions. However, any variation will be dealt with on an individual basis and judgements will remain at the discretion of the Head Teacher and the Governing Body.

## 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, disability 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 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
- Limiting items with distinctive characteristics to low-cost or long-lasting items
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for inter school 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

## Uniform

In order to maintain a strong sense of identity and belonging within our school, we require all pupils to wear school uniform consisting of:

- **White polo shirt or blouse, with or without the school logo**
- **Royal blue jumper or cardigan with or without the school logo**
- **Plain grey trousers, smart shorts or skirts (jogging pants, sports shorts and leggings are not acceptable unless agreed with Headteacher)**
- **Royal blue and white small checked summer dress**
- **Grey or white socks, grey tights**
- **Sensible black shoes, not trainers or boots**

For P.E. children should have the following kit in a P.E. bag clearly marked with the child's name:

- **Royal blue shorts**
- **White crew neck T-shirt (with the school logo)**
- **Plimsolls or trainers**
- **During cold months children may wear plain black tracksuits (not leggings please)**

## **Additional items :**

- Book bags
- Backpacks
- PE bags
- Caps

## **Hair / Jewellery**

- Only small ear studs may be worn (no hoops or dangly earrings)
- No jewellery (except faith jewellery) of any kind (watches may be worn but please note that the school will be unable to take any responsibility for any watches that are lost or damaged).
- Hair should be neat and tidy with no extremes of style. Hair longer than shoulder length should be tied back at all times
- No make-up or nail varnish, tattoos
- Religious head scarfs must be fixed appropriately with no loose material

## **Forest School**

Waterproof coat, wellington boots, comfortable old clothing, a spare pair of socks/underwear and an old towel.

## **Variations**

### **Summer**

- As above but blue/white check dress may be worn

### **Winter**

- Warm coat and wellington boots/old waterproof shoes for outdoor play

Children can also have:

- Thakeham Primary School Book bag
- PE bag (Thakeham Primary School bag is optional)
- Water bottle (Thakeham Primary School bottle is optional)
- Personalised swimming bag

## **Miscellaneous**

- No i-pads or electrical items to be brought into school
- No knives or sharp blades should be brought into the school under any circumstances
- Mobile phones should not be brought into school. Year 5/6 can walk to school by themselves providing a permission slip has been signed by their parent. If, for safety reasons, parents would like children to take a mobile phone with them for this journey into school then it should be turned off and handed in to the class teacher for safekeeping once the child arrives in school
- No medicine should ever be brought to school by a child. If any medication should need to be given, it should be handed in to the school office by a parent/carers who must then complete the appropriate consent forms (please see our Managing Medicines in School policy)
- No money should be brought into school unless for a specific permissible purpose. In this case, it should be in an envelope clearly labelled with your child's name

Bags to carry equipment and belongings should be of a reasonable size as space in the cloakrooms is limited.

Our uniform has been kept simple to avoid unnecessary expense. We expect all pupils to follow the dress code as written above.

## **Where to buy uniform from**

Please see the school website for the most up to date links.

### **Pre-loved items**

Friends of Thakeham School (FOTS) can provide good quality pre-loved uniforms to parents/carers for a small donation.

The Save the Children shop in Mill Square in Storrington also stocks good quality pre-loved uniforms for sale.

## **Expectations for our school community**

### **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 (as required)

Pupils are also expected to contact the Headteacher, if they want to request an amendment to the uniform policy in relation to their protected characteristics.

### **Parents and carers**

Parents and carers are expected to make sure their child has the correct uniform everyday unless there are special circumstances such as Forest Schools or charity fundraising which has been authorised by the head teacher. Parents must make sure their child has the correct PE kit on PE days. Parents must make sure 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 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.

## **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 headteacher if the situation doesn't improve.

The Head teacher may discipline a pupil for breach of the Uniform/Appearance Policy. Exclusion may be considered where breaches of the Uniform/Appearance Policy are 'persistent and defiant'. The Head teacher, or another member of staff with delegated authority, may ask a pupil to go home to remedy a breach of the school's rules on uniform or appearance. In such a case, parents will be notified and any absence associated with this will be recorded as 'authorised'.

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.

## **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 Governing Body will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money.

## **Monitoring arrangements**

This policy will be reviewed annually. At every review, it will be approved by the full governing body.

## **Links to other policies**

This policy is linked to our:

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