



St Chad's CofE Nursery and Infant School

School Uniform Policy

School Leader: K Leach

Link Governor: M Gladwell

Policy Approved **Signed:** M Gladwell **Date:** 21.09.22

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Statement of intent

St Chad's CofE Nursery and Infant School believes that a consistent approach to school uniform helps children feel safe, valued, and ready to learn. Our uniform policy promotes equality and a sense of belonging, supporting children's wellbeing as well as their learning.

A shared school uniform helps to:

- Support a strong sense of belonging and identity within our school community.
- Reflect and promote the ethos and values of the school.
- Create a calm, purposeful environment that supports learning.

For the purposes of this policy, "uniform" refers to all aspects of children's appearance in school, including:

- Clothing, including school uniform and PE kit.
- Hairstyles and headwear.
- Jewellery and other accessories.
- Cosmetics such as make-up and nail polish.

This policy sets out how we work with families to ensure that our approach to uniform is fair, inclusive and supportive. We are committed to ensuring that our uniform:

- Meets the needs of all children.
- Is affordable and represents good value for money for families.
- Enables children to be comfortable, confident and ready to learn.

We believe children learn best when they feel comfortable, accepted and able to be themselves. Our expectations around uniform are therefore designed to support children's emotional wellbeing as well as helping them understand the routines and shared identity of school life.

In writing and reviewing this policy, the school will:

- Work in partnership with parents and, where appropriate, listen to children's views.
- Carefully consider the impact of the policy on different groups within the school community, including those with protected characteristics under the Equality Act 2010.
- Prioritise comfort and practicality, particularly for our youngest children.
- Take a flexible and compassionate approach where adjustments or exceptions are needed, for example in response to weather conditions or individual circumstances.
- Provide a PE kit that is practical, comfortable, appropriate to the activity and affordable.
- Ensure the policy is clear, accessible and easy to understand for all families.

Legal framework

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021

This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2021) 'Cost of school uniforms'



- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'

This policy operates in conjunction with the following school policies:

- Behavior Policy
- PE Policy
- SEND and Inclusion Policy
- Complaints Procedures Policy
- Supporting Pupils with Medical Conditions Policy

Roles and responsibilities

The Governing Board is responsible for:

- Working with the headteacher and school community to establish a smart, practical and inclusive school uniform that reflects the school's vision and values.
- Ensuring the uniform is accessible to all pupils and does not disadvantage anyone due to protected characteristics, socio-economic background, or individual circumstances.
- Listening to the views of parents, pupils, and the wider school community when considering changes to the uniform.
- Making sure the uniform is practical, safe, and affordable for every child.
- Demonstrating in this policy how best value for money has been achieved.
- Ensuring compliance with the DfE's guidance on the cost of school uniforms.
- Processing and approving all eligible School Uniform Assistance Applications.
- Ensuring the school meets its obligations under the Human Rights Act 1998 and the Equality Act 2010.

The Headteacher is responsible for:

- Supporting pupils to follow the school's uniform expectations on a day-to-day basis in a fair and compassionate way.
- Ensuring all staff understand this policy and know how to respond if a child needs support or an adjustment.
- Listening to the views of the school community regarding uniform and making recommendations to the governing board.
- Providing pupils with exemption or adjustment letters where needed, for example if a child has an injury or requires alternative clothing for comfort or safety.

Staff are responsible for:

- Supporting children to wear the uniform correctly while being understanding of individual needs.
- Helping pupils understand why a consistent, practical uniform matters, including for school identity and belonging.
- Responding appropriately and kindly if a child is not following the uniform expectations.

Parents are responsible for:

- Providing their child with the uniform as outlined in this policy.
- Letting the headteacher know if their child requires any adjustments or exemptions, with the reason, for example due to cost, comfort, or protected characteristics.
- Ensuring their child's uniform is clean, safe, and fits correctly.
- Ensuring that their child's uniform items are clearly labelled with their name (e.g., book bag, coat, jumper/cardigan, PE hoodie).

Children are responsible for:

- Wearing their school uniform as best they can, with help from adults if needed.
- Looking after their uniform and belongings in ways that suit their age and stage.



- Understanding and respecting why a school uniform is important and following the school's *safe, ready, love* rules (for example, not scribbling on a friend's jumper).

Cost principles

The school will develop and review its uniform policy based on the following principles:

- We will aim to make the uniform as affordable as possible. In doing so, we will consider the total cost of all items that families need to provide for their child while at the school.
- The use of branded uniform items will be minimised, in line with the guidance in the branded items section of this policy.
- We will ensure that any uniform suppliers provide the best value for money, taking into account the quality, durability, and cost of garments.
- We will make second-hand uniform available for families wherever possible. Information about how to access these items, and when they are available, will be published on the school website.

In line 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 regularly assess the overall cost of its uniform policy, including before making any changes. When considering whether costs are reasonable and proportionate, the school will take into account the views and situations of:

- Families who may be economically disadvantaged.
- Families with multiple children at, or likely to attend, the school.
- Parents of younger children, who may need new uniform more frequently due to growth.
- Families of pupils with protected characteristics that may affect access to uniform.
- Looked after children (LAC) and previously looked after children (PLAC).

The school will evaluate the cost of uniform based on the total set of items parents need to provide, rather than individual pieces. This includes recognising that parents may need multiples of certain items, such as shirts or socks, to ensure children can come to school in clean uniform every day or have spare items available.

Variations in school uniform for different groups, for example year group-specific items or house colours, will be kept to a minimum. This helps families get the most wear from each item and allows some pieces to be passed down to younger siblings.

The school will follow the Department for Education's guidance on cost and value for money, taking care to make uniform affordable for all current and prospective pupils. The school will work with multiple suppliers to secure the best value for money and will pass any savings on to families where possible. The school will not enter into exclusive single-supplier contracts or cash-back arrangements. More information on supplier processes is available in the school uniform supplier section of this policy. Frequent changes to uniform requirements will be avoided, and the views of parents and pupils will be considered when any changes are proposed.

These considerations also apply to PE kit, ensuring that all pupils can fully participate in PE and represent their class or school without cost being a barrier.

Inclusion and equality in school uniform

The school takes its duty to avoid discrimination very seriously. We aim to ensure that all children can wear a uniform that is comfortable, suitable for their needs, and supports their sense of identity. The school will ensure that the cost of uniform is fair, with items for all genders priced as equally as possible.

Parents will be consulted about any changes to the uniform. The school will pay particular attention to the needs of children who:



- Have special educational needs or sensory needs
- Follow a religious or cultural tradition with specific dress requirements

The school has a gender-neutral uniform, so children are free to wear any uniform item regardless of gender.

Children who need to follow specific dress requirements for religious or cultural reasons will be supported to wear suitable uniform wherever possible, while ensuring health and safety for all children. This includes allowing children to wear headscarves or turbans. Families can discuss any additional needs with the school if required.

The school respects children's cultural and ethnic identity in hairstyles and will not ban hairstyles worn for cultural or family reasons, such as cornrows or natural styles.

For children with SEND or sensory needs, the school will consider practical adaptations such as softer fabrics, less restrictive designs, or choice among uniform items to help children feel comfortable. Where standard uniform cannot meet a child's needs, individual adaptations will be considered and permitted wherever possible.

Uniform suppliers are chosen to align with the school's values on equality and inclusion, ensuring items are practical, affordable, and suitable for all children.

Parents' concerns or requests regarding religious clothing, cultural hairstyles, or adaptations for SEND are considered individually by the headteacher and governing board, in line with the school's complaints procedure.

Complaints and challenges

The school aims to resolve any concerns or complaints about uniform locally and informally wherever possible. Families are encouraged to raise issues with the school so that a fair and practical solution can be found together.

If a formal complaint is needed, the school will follow the process set out in the Complaints Procedures Policy. The school will work with parents or carers to find a mutually acceptable outcome.

Where a concern relates to a child's protected characteristic, the governing board will give careful consideration to requests for flexibility or adaptations to the uniform.

The school will also work with its uniform supplier to resolve any concerns about the supply or quality of items.

Parents should be aware that, in line with the school's Behaviour Policy, teachers may support children to follow uniform expectations. Any steps taken to address non-compliance will be proportionate, fair, and focused on supporting the child.

School uniform

We have chosen not to have branded school items, apart from book bags. This helps to keep costs down and reduces visible differences between children, supporting a sense of equality across the school. All other uniform items can be easily purchased from supermarkets or high-street retailers such as Asda, Sainsbury's and Primark.

Our main school colour is red. The uniform for all children in Reception, Year 1 and Year 2 is as follows:

Day-to-day uniform:



- Red formal school cardigan or jumper (no school logo required)
- White polo t-shirt (no formal shirts or blouses, to support independent dressing)
- Grey or black formal school trousers, skirt, or dress
- Plain black formal school shoes
- Plain white, grey, or black socks
- St Chad's book bag

Summer uniform options:

- Red and white gingham summer dress or skirt
- Grey or black formal school shorts

Winter uniform options:

- Plain black flat school ankle boots (knee-high boots are not permitted)
- Red, grey, or black tights

During warmer months, parents and carers should provide a sunhat for their child. During colder or wetter months, children should have a coat with a hood, and a hat, scarf, and gloves to keep them warm.

All uniform items should be clearly labelled with the child's name. Parents are also encouraged to attach a keyring to book bags to help children easily identify their own belongings. To help protect school reading books, children are only permitted to use the St Chad's book bag. Water bottles should be carried to and from school and should not be stored inside book bags.

*Summer options:**Winter options:***Nursery clothing**

Children in Nursery have different clothing requirements to ensure they are comfortable and ready for the varied activities in their day. As they take part in outdoor learning, messy play, and physical activities, it is important that their clothing is practical, weather-appropriate, and easy for them to manage independently.



The clothing expectations for Nursery children are:

- Plain black hoodie or jumper (no sports logo)
- Plain white crew-neck t-shirt or polo t-shirt (no sports logo)
- Plain black jogging bottoms or leggings (no sports logo)
- Black trainers with velcro straps (no shoelaces)



During warmer months, parents and carers should provide a sunhat.

During colder or wetter months, children should have a warm waterproof coat with a hood, as well as a scarf, hat, and gloves or mittens to keep them warm.

Parents must also provide:

- A water bottle
- A small rucksack with spare clothes (joggers, jumper, t-shirt, socks, underwear)
- Nappies or pull-ups if required

All items, including the child's bag and water bottle, should be clearly labelled to help children identify their own belongings.

PE kits

Children in Reception upwards are to wear their PE kits to school on their allocated PE days. Allocated PE days will be shared with parents/carer via Class Dojo.

- Plain black hoodie with zip (no sport logo)
- Plain white crew-neck t-shirt (no sport logo)
- Plain black jogging bottoms or leggings (no sport logo)
- Black PE pumps OR plain black / white trainers (no sport logo)
- Plain white / black / grey socks (not multi-coloured)

Summer PE kit option:

- Plain black shorts (no sport logo)

Occasionally, children in Reception may be asked to bring their PE kit into school on their allocated PE days to support with their self-care skills. Class teachers will communicate this in advance with parents/carers via Class Dojo.



Summer options:

Footwear

To support with our health and safety measure, high heels, sandals (including flip flops and sliders) and knee high boots are not permitted in school. We encourage Velcro fastenings on all footwear. We request that children only wear footwear with laces and buckles if they can independently do up/undo. Parents/carers are responsible for ensuring that their child is wearing footwear that correctly fits them.

Jewellery

Children are permitted to wear one pair of small stud earrings or small huggies (which do not extend beyond the lobe). Hoops (bigger than the lobe) and dangly earrings are not permitted to support with our health and safety measures. No other piercings are permitted. On their allocated PE days, parents/carers must ensure that they have removed earrings at home.

For religious reasons, children may also wear one small piece of jewellery, such as a bracelet or necklace, as long as it is safe, does not interfere with learning or PE, and does not compromise health and safety. Religious jewellery should be kept **inside the uniform**, for example tucked under a sleeve. Parents are encouraged to remove this item on PE days. Parents are encouraged to remove this item on PE days.

In Year 2, to support their Maths learning, children may wear a small and sensible wrist watch. Smart watches with cameras are not permitted. If a watch becomes a distraction during lessons, children will be asked to remove it and keep it at home.

Jewellery is the responsibility of the child and not the school. Lost or damaged items will not be refunded.

Hairstyles

The school ensures that hairstyles and hair colours are appropriate for the school environment. Decisions are fair, considerate of individual needs, and non-discriminatory. Parents may raise concerns via the Complaints Procedures Policy.

Children with long hair must ensure it does not impede vision, cover the face, or create a health and safety risk. Long hair should be tied up, especially during PE and practical lessons. Hair accessories should be kept to a minimum and in the school colours e.g. red hair scrunchie, simple headband.

The following are not considered appropriate for school:

- Brightly-coloured or dyed hair
- Headwear with bold patterns or colours (except plain black or white religious headwear)
- Hair extensions, including clip-ins



Makeup

Children are not permitted to wear make-up to school. Temporary body decorations, such as henna, are allowed for special occasions (for example, after attending a wedding) but should not be worn as an everyday look. Parents are responsible for ensuring these are removed if they distract the child or others from learning.

Forest School

All children will take part in Forest School sessions throughout the year. As these sessions take place outdoors in all weather conditions, it is essential that children come to school dressed appropriately on their allocated Forest School days. Allocated days will be shared with parents/carers via Class Dojo.

Colder weather

- Waterproof coat with a hood
- Waterproof trousers or all-in-one suit
- Warm layers (e.g., fleece or jumper)
- Long-sleeved top
- Full-length jogging bottoms
- Hat, gloves, and scarf
- Thick socks
- Wellies

Warmer weather

- Lightweight long-sleeved top (to protect from scratches and bites)
- Lightweight full-length jogging bottoms (no shorts)
- Sun hat
- Waterproof jacket (in case of rain)
- Waterproof trousers or all-in-one suit (in case of rain)
- Wellies
- Sunscreen applied before school

Uniform supplier

To ensure that uniform costs are kept to a minimum, the school has chosen to have only the St Chad's book bag as a branded item. All other uniform items are plain and can be purchased from high-street or supermarket retailers.

St Chad's book bags are available to purchase directly from the school office. These are currently priced at £7 each.

The School Business Manager works to ensure that all items are procured as economically as possible without compromising quality, for example by requesting standard-style items from the supplier rather than more intricate or unique designs.

Uniform assistance

The school is committed to supporting vulnerable families in meeting the costs of uniforms. Families who need help should speak to a member of the pastoral team in confidence. If staff have concerns about a child's uniform, they will privately and sensitively speak to the parent or carer.

With the support of donations, the school holds a stock of new and second-hand school uniforms for parents to access. All families are encouraged to donate school items that are in good condition once children have grown out of them, including at the end of the academic year. Donations can include underwear, coats, shoes, hats, and gloves.



If stock is running low, the school may use pupil premium funds to purchase new uniform items.

School uniform assistance is available to help parents purchase a book bag. To claim this support, parents should be eligible for Free School Meals (FSM). The budget for this comes from pupil premium funds.

Labelling

Parents and carers must label their child's name on all items of clothing, including footwear. As a minimum, the following items must be clearly labelled:

- Coat
- Jumper or cardigan
- PE hoodie
- Book bag

All lost property is retained by the school for half a term. Any items not collected within this time will be disposed of or added to the school's pre-loved uniform provision.

Non-Uniform Days

When planning non-uniform days, the school will take a thoughtful and inclusive approach. We will consider how arrangements may affect children and families, including:

- Whether the day may impact on attendance.
- How expectations around appropriate clothing will be communicated clearly and kindly.
- How the day aligns with the school's Behaviour Policy.
- Whether all children, including those from low-income families, are able to take part fully, particularly where dressing up or costumes are suggested.
- Ensuring that participation is never dependent on parents or children making a financial contribution.

Monitoring

The effectiveness of this policy will be monitored and evaluated by all members of staff. Any concerns will be reported to the headteacher immediately. Any changes to this policy will be communicated to all relevant stakeholders.