

Barham Church of England Primary School



Uniform Policy

Adopted	October 2025
Next review	October 2028
Review frequency	Every three years
Review body	FGB

Our Vision Statement

Barham is a vibrant, inclusive and high-achieving primary school with a family feel at the heart of the local and church community. We are committed to supporting everyone to be confident, kind and curious. Our curriculum is broad, engaging and supports everyone to flourish as God intends.

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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 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/carers to get in touch with Mrs Higgins or Mrs Duhig, 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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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 that features the school logo
- 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
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers 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's uniform

Items in red are the school branded items

Winter	Summer
Grey shorts/trousers/skirt	Grey shorts/trousers/skirt/blue gingham dress
White long/short-sleeved shirt/blouse	White long/short-sleeved shirt/blouse
School tie* (optional)	School sweatshirt/Cardigan
School sweatshirt/Cardigan	Grey/black/white socks
Grey/black/navy socks/tights	Black/navy sandals (closed toe)/shoes (not trainers or boots)
Black/navy sensible shoes (not trainers or boots)	

All Year round

In order for the children to enjoy the outdoors all year round, please ensure that your child has a pair of named **wellington boots** in school plus **waterproofs (in a plastic bag or similar)**.

Any waterproof clothing can be worn.

PE Kit

KS1

Navy school T-shirt* plain navy shorts (not cycling shorts) and trainers.

KS2

Navy school T-shirt*, plain navy shorts and trainers. As the weather gets colder, children are encouraged to wear the school tracksuit* or plain navy tracksuit bottoms for outdoor games. (*available from the office)

Swimming Kit

Girls: One-piece swimsuit (not a bikini)

Boys: Tight-fitting trunks (not board shorts)

- For safety reasons children should wear strong shoes. Fashion shoes with heels, open-toed sandals or boots are not suitable.
- Hairstyles should be neat and appropriate for school (e.g. *not* fashion hairstyles which include: shaved, dyed, spiked or streaked hair, patterns, mohawks, lines and tramlines). Long hair (below shoulder length) should be tied back and hair should be kept out of children's eyes using headbands, clips and slides; again plain using school colours. Children should not wear make-up, nail varnish, false nails or false eye lashes.
- Jewellery is not allowed in school for health and safety reasons and earrings other than small, unobtrusive studs must not be worn. No child should have more than one piercing per ear. Other body piercings are not permitted. If studs are worn, these should be left at home on PE days or removed before the lesson.

4.2 Where to purchase it

Items with the school logo – PE T-shirt, sweatshirt, cardigan, fleece, caps etc can be purchased through the school office.

The PTA also hold regular second-hand uniform sales throughout the year.

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
- 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 Mrs Higgins or Mrs Duhig 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/carers are also expected to contact Mrs Higgins or Mrs Duhig 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/carers 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/carers to arrive at a mutually acceptable outcome.

5.3 Staff

Staff 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 school's behaviour policy.

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 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/carers 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 three years by the headteacher. At every review, it will be approved by the full governing body.

7. Links to other policies

This policy is linked to our:

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