

# Egerton Church of England Primary School

*Together, we inspire, nurture and thrive*



**Perseverance**   **Compassion**   **Respect**   **Honesty**   **Forgiveness**   **Hope**

## School Uniform Policy

### Key Contact Personnel in School

**Mrs Julia Head**

Headteacher

Date written: March 2026

Date agreed and ratified by Governing Body: March 2026

Date of next review: March 2027

This policy will be reviewed annually.

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## Statement of intent

Egerton Church of England Primary School believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

For the purposes of this policy, “**uniform**” includes the following elements of pupils’ appearance:

- Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. non-uniform.
- Hairstyles and headwear.
- Jewellery and other accessories.
- Cosmetics such as makeup and nail polish.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, is affordable, and provides the best value for money for both the school and pupils’ families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in a way that sets an appropriate tone for education.

## 1. Legal framework

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

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE (2021) ‘Cost of school uniforms’
- DfE (2021) ‘School Admissions Code’
- DfE (2021) ‘School uniforms’
- Equality and Human Rights Commission (2022) ‘Preventing hair discrimination in schools’

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy
- Equality Policy

## 2. Roles and responsibilities

The governing board is responsible for:

- Establishing, in consultation with the headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible, inclusive, and does not disadvantage any pupil because of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating in this policy how best value for money has been achieved.
- Ensuring compliance with the DfE's '[Cost of school uniforms](#)' guidance.

The headteacher is responsible for:

- Enforcing the school's uniform rules on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing board.
- Providing pupils with an exemption letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting shirt.

The School Business Manager is responsible for:

- Processing and approving all eligible School Uniform Assistance Application Forms.

Staff are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher if their child requires an exemption to the uniform rules for a period of time, with a reason why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the headteacher has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

### 3. Cost principles

The school will ensure that its school uniform is affordable and accessible to all pupils, and does not place an unreasonable financial burden on parents.

In accordance 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 assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will consider the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform.
- LAC and PLAC.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school will keep variations in school uniform for different groups of pupils, e.g. year group-specific items or house colours, to a minimum to ensure that pupils can get the most wear out of their uniform and that parents can pass some items down to younger siblings.

The school will keep branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, e.g. supermarkets, due to the item's logo, colour, design, fabric or other unique element. Where the school requires an item of branded clothing, it will assess how prices can be kept as low as possible and put measures in place to facilitate this. This may include:

- Ensuring branded items are longer-lasting and unlikely to be grown out of quickly.
- Making donated second-hand uniform available for purchase at a lower price.

The school will meet the DfE's requirements and recommendations on costs and value for money. Care will be taken to ensure that school uniform is affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school uses a supplier where no contract is required. They produce branded clothing for us on an order basis only and do not hold stock. We are free to purchase elsewhere, should we choose to do so. When we review our supplier, we take into consideration best value for money, delivery times, appropriateness of items available etc. Any savings negotiated will be

passed to parents. More information on supplier processes can be found in the '[School uniform supplier](#)' section of this policy.

The school will not make frequent changes to uniform requirements and will take the views of parents and pupils into account when considering any changes.

#### **4. Equality principles**

The school takes its legal obligation to avoid unlawfully discriminating against any protected characteristic very seriously. In line with this, the school will aim to ensure that its uniform policy is as inclusive as possible so that all pupils can access a school uniform which is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that, where appropriate and with pupils' consent, views and advice are sought specifically from pupils, and parents of pupils, who:

- Are transgender or non-binary.
- Are of a religious or cultural background that has specific dress requirements.
- Have SEND and/or sensory needs.

Parents' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

Information on how the school ensures its uniform policy does not discriminate against pupils with specific protected characteristics is outlined below.

##### **Gender**

To avoid disproportionately impacting pupils of a certain gender, the school will ensure that the cost of uniform is as equal in price as possible across items for all genders.

This includes:

- Adhering to the procedures laid out in the '[Cost principles](#)' section of this policy.
- Not directly requiring pupils of a certain gender to buy additional uniform, e.g. by requiring female pupils to buy both trousers and skirts.
- Not indirectly requiring pupils of a certain gender to buy additional uniform, e.g. by offering football in PE to only male pupils and requiring they buy football boots to participate.
- Not holding pupils of different genders to different uniform standards, e.g. by banning certain hairstyles for only one gender.

The school will implement a gender-neutral uniform, meaning that pupils will not be required to wear specific items based on their gender, and may wear any of the uniform items listed in the '[School uniform](#)' section of this policy regardless of the legal sex recorded on the school's records

## **Religion and belief**

To avoid disproportionately impacting pupils of a certain religion, belief or culture, the school will ensure that there is flexibility to allow pupils to present themselves in a way that adheres to their dress requirements as far as possible, within the school's uniform policy.

The school will endeavour to meet all requests for amendments to the uniform for these purposes; however, the needs and rights of individual pupils will be weighed against any health and safety concerns appropriate to the circumstances, e.g. if safety headgear needs to be worn.

## **Race**

To avoid disproportionately impacting pupils of a certain race, the school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a pupil's ethnic origin, e.g. natural Afro hairstyles.
- Not banning hairstyles worn because of cultural, family and social customs, e.g. cornrows.
- Not banning head coverings related to a pupil's culture or ethnic origin, e.g. African heritage head wraps.

The school will follow the good practice guidance provided by the Equality and Human Rights Commission on '[Preventing hair discrimination in schools](#)'.

## **SEND and medical conditions**

To avoid disproportionately impacting pupils with SEND or medical conditions, the school will ensure its uniform policy considers the needs of these pupils. This includes:

- Ensuring the school uniform uses soft, stretchy fabrics and avoids intricate buttons or hard seams.
- Allowing variations to the standard uniform for pupils whose medical conditions may impact how they dress, e.g. pupils with casts who require loose-fitting clothing or pupils with hair loss-related conditions who wish to wear head coverings.

Where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

## **5. Complaints and challenges**

The school will endeavour to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

The school will refer individuals who wish to complain to the Complaints Procedures Policy and request that they follow the procedures outlined therein.

When a complaint is received, the school will work with the complainant to arrive at a mutually acceptable outcome.

## **6. School uniform supplier**

The school's current school uniform supplier is:

- Goodies limited
- Unit 3, Pottinger Street, Ashton-Under-Lyne, OL7 0PW
- 0161 344 6091

Parents order directly from Goodies via a unique school shop link. Orders placed by parents can be delivered directly to their home or to the school, different delivery charges apply.

The school does not have a contract with Goodies, we are free to purchase items from elsewhere. Goodies do not hold stock of any branded items for our school, instead they embroider our logo to items as and when orders are placed. The school will review our chosen supplier on an annual basis.

The governing board will be able to demonstrate how uniform is procured at the best value for money. The headteacher will work to ensure that the items are procured as cheaply as possible without compromising on the quality, e.g. by requesting standard-style items from the supplier rather than more intricate and unique designs.

The school will not engage a supplier before requesting visualisations and samples of proposed uniform.

## **7. Uniform assistance**

The school will support disadvantaged families in meeting the costs of uniforms. School uniform assistance will be provided to parents whose children are eligible for FSM/Pupil Premium, according to the list provided to the school by KCC (Free School Meals department).

Parents can apply at any time to KCC regarding Free School Meals eligibility, the school can also assist with this process. The budget for the school uniform assistance scheme will be derived from pupil premium funds.

Families who meet the criteria will be asked to complete and submit a School Uniform Assistance Application Form.

The school holds a quantity of nearly new branded items of school uniform, which are available for any parents to purchase at a much-reduced price.

Parents will be invited to donate their child's uniform when they no longer need it.

## **8. Non-compliance**

The Headteacher and staff of the school will support and encourage families to follow the school uniform guidelines. Where children are not wearing the correct uniform, the Headteacher will speak to parents in the first instance, to see if there is any support we can offer.

## 9. School uniform

### Clothing

The school uniform is as follows:

Item	Optional or required	Branding	How to acquire	Cost per item from school supplier
<b>Regular school uniform</b>				
Royal Blue sweatshirt or cardigan	Required	School logo on right-hand side	Branded sweatshirt and cardigan available directly from the school or second-hand from school office (subject to availability)	<b>Sweatshirt £10.90</b> <b>Cardigan £11.95</b>
White polo shirt	Required	No branding	Available from a variety of online and high street shops and superstores e.g. Sainsbury's, Tesco, Marks and Spencer, Asda, Matalan etc.	N/A
Grey trousers/shorts or knee-length grey skirt/pinafore	Required	No branding	Available from a variety of online and high street shops and superstores e.g. Sainsbury's, Tesco, Marks and Spencer, Asda, Matalan etc.	N/A
Royal blue and white gingham summer dress	Optional (April to October)	No branding	Available from a variety of online and high street shops and superstores e.g. Sainsbury's, Tesco, Marks and Spencer, Asda, Matalan etc.	N/A
Sensible, plain black shoes	Required	No branding	Available from a variety of online and high street shops and superstores e.g. Sainsbury's, Tesco,	N/A

			Marks and Spencer, Asda, Matalan etc.	
<b>PE kit</b>				
Royal blue PE t-shirt	Required	School logo on right-hand side	Branded PE t-shirt available directly from the school or second-hand from school office (subject to availability)	<b>£7.20</b>
Plain navy shorts/skort	Required	No branding	Available from a variety of online and high street shops and superstores e.g. Sainsbury's, Tesco, Marks and Spencer, Asda, Matalan etc.	N/A
Plain trainers for outdoor PE	Required	No branding	Available from a variety of online and high street shops and superstores e.g. Sainsbury's, Tesco, Marks and Spencer, Asda, Matalan etc.	N/A
Navy Sweatshirt for outdoor PE	Optional	No branding	Available from a variety of online and high street shops and superstores e.g. Sainsbury's, Tesco, Marks and Spencer, Asda, Matalan etc.	N/A
Navy jogging bottoms for outdoor PE	Optional	No branding	Available from a variety of online and high street shops and superstores e.g. Sainsbury's, Tesco, Marks and Spencer, Asda, Matalan etc.	N/A
Drawstring bag for PE kit	Required	No branding	Initial school drawstring bag gifted by the school. Additional purchases directly from the school	<b>£4.02</b>

Accessories				
School book bag	Required	School logo	Initial school book bag gifted by the school. Additional purchases directly from the school	<b>£8.28</b>
Grey or white socks/tights	Required	No branding	Available from a variety of online and high street shops and superstores e.g. Sainsbury's, Tesco, Marks and Spencer, Asda, Matalan etc.	N/A

The school will not consider trainers suitable school shoes. High heels are not permitted. Boots can be worn in terms 2, 3 & 4 only. They should be of a simple design, black in colour and have low heels. Pupils can travel to school in other footwear but must have a pair of suitable black school shoes, as above, to change into.

Parents are responsible for ensuring their child brings their PE kit to school when needed.

### **Jewellery**

The school rules on jewellery are as follows:

- One pair of stud earrings may be worn – no other piercings are permitted.
- A sensible wrist watch may be worn.

Pupils will be advised that jewellery is their personal responsibility and not that of the school. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons, including PE lessons and science experiments.

### **Bags**

All pupils are gifted a school branded book bag and a PE drawstring bag. The expectation is that they will use these bags while they attend our school. Rucksacks are not allowed.

### **Hairstyles and headwear**

The school reserves the right to make a judgement on whether a pupil's hairstyle, hair colour or headwear is inappropriate for the school environment; however, the school will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be considered where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints Procedures Policy.

Pupils with long hair must ensure that this does not impede their vision, cover their face, or cause a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE.

The following hairstyles, hair colours and headwear are not considered appropriate for school:

- Brightly-coloured dyed hair
- Shaved patterns
- Headwear with bold patterns or colours
- Excessive hair accessories
- Headwear featuring inappropriate words or images

### **Makeup and cosmetics**

The school rules on makeup and cosmetics are as follows:

- Makeup is not permitted
- False nails and nail extensions are not permitted
- Only clear nail varnish may be worn
- Temporary tattoos are not permitted

## **10. Adverse weather**

All pupils will be advised to wear weather-appropriate clothing.

For hot temperatures, this includes wearing:

- sunglasses with UV protection when outside
- Hats when outside

Pupils will be advised not to wear any sweatshirts/cardigans during heatwaves. If outside during break times, pupils will be encouraged to wear a hat, and to play in shaded areas. Teachers will be able to change the times the class will be outside to avoid the hottest parts of the day.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when outside.

## **11. Labelling and lost property**

Parents will be advised to ensure that all pupils' clothing and footwear is clearly labelled with their name.

Any lost clothing will be put in the lost property box, located in the school carpark. All lost property will be retained for one month and will be disposed of if it is not collected within this time.

## **12. Monitoring and review**

This policy will be reviewed annually by the chair of governors and the headteacher. The next scheduled review date for this policy is October 2026

Any changes to this policy will be communicated to all staff, pupils, parents and other relevant stakeholders.