

School Uniform Policy

Tenbury CE Primary Academy



‘Therefore encourage one another and build each other up.’
Thessalonians 5:11

Approved by:	Local Academy Board	Date: 24.11.2022
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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 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 Mrs Phelps, our Headteacher, who can answer questions about the policy and respond to any requests

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 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, by making the purchase of any items such as sweatshirts, polo shirts, PE t-shirts featuring the school logo from our school supplier, entirely voluntary. All of these items can be replaced by plain items of the correct colour, which can be purchased from multiple outlets.
- › Avoiding specific requirements for items pupils could wear on non-school days, such as coats and bags.
- › Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler
- › Avoiding different uniform requirements for different year/class/house groups
- › Avoiding different uniform requirements for extra-curricular activities
- › Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- › Making sure that arrangements are in place for parents to acquire second-hand uniform items through our PTFA
- › 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

4. Expectations for school uniform

4.1 Our school's uniform

- grey trousers/grey skirt/pinafore dress
- white shirt or white polo shirt (with or without school logo)
- royal blue jumper, sweatshirt, cardigan or fleece (with or without school logo)
- white/grey/black socks or grey/black tights
- sensible black or blue shoes, not trainers
- blue and white checked dress may also be worn (Summer)

P.E.

All children require appropriate uniform kit for P.E. This should consist of blue or black shorts, a white t-shirt (with or without school logo), socks and trainers.

Blue, black or grey jogging bottoms may be worn outdoors in cold weather, along with the school jumper.

The children will be informed when their PE days are each week and will need to come dressed in their PE kit that day. Long hair needs to be tied back for P.E. and for school in general.

Earring studs must be removed or covered with masking tape (by the child).

In Years 3,4,5 and 6 the children go swimming for one term during the school year so a named costume and towel is needed, and a swimming hat is useful for children with long hair. If a child has a verruca, this should not stop them swimming, but a plastic sock helps to reduce the risk of infecting others.

4.2 Where to purchase it

Sweatshirts, t-shirts, and cardigans with the school logo on can be purchased from our online supplier MAPAC - please ask at the school office for more information or look on our school website.

Book bags with the school motif are available from the school office.

All other uniform items can be obtained from a wide range of high-street retailers.

ALL CLOTHING MUST BE NAMED, including shoes, using waterproof ink or printed/sewn labels. An apron or old shirt can be used for art and craft activities.

If your child does lose an item of clothing then provided it is clearly named it is easy to find and return. Unnamed items are kept in lost property and you are welcome to look through it after school.

On the last Friday of every half term, our PTFA (Parent, Teacher and Friends Association) will hold a second-hand uniform sale at school. Any unclaimed and unnamed items of lost property by the end of each half term, will then be handed over to the PTFA for washing and then including in the next sale.

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
- 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)

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 are also expected to contact the Headteacher, Kerri Phelps, 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
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The school will work closely with parents 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.

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 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, Kerri Phelps. At every review, it will be approved by the full governing board.

7. Links to other policies

This policy is linked to our:

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