



Hebden Royd C.E. (VA) Primary &  
Nursery School

# School Uniform Policy

**Approved by:**

Headteacher &  
Governing Body

**Date:** November 2022

**Last reviewed on:**

October 2023

**Next review due by:**

October 2024

# Contents

1. Aims .....	2
2. Statement of Intent .....	2
3. Our school's legal duties under the Equality Act 2010 .....	2
4. Expectations for school uniform .....	3
5. Expectations for our school community .....	4
6. Monitoring arrangements .....	5
7. Links to other policies .....	5

---

## 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. Statement of Intent

Our policy has been created with health and safety, value for money, and practicality at its heart. It has been designed to ensure pupils wear clothing conducive to a successful learning environment. It is important that our pupils feel a sense of belonging and community through a smart and practical uniform.

We believe a uniform allows all pupils, regardless of background, to feel equal to their peers and confident in their appearance. We also believe it is important for activities to be facilitated by specialised and appropriate clothing such as sports specific attire.

Hebden Royd CE Primary School is committed to ensuring equality and value for money, and that no pupil is discriminated against due to their religion or belief, economic circumstances or social and cultural background – this policy contains provisions to meet these objectives

## 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 contact the school office or 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.

Hebden Royd CE Primary School is flexible in its school uniform requirements to enable parents and carers to get the best value for money possible.

The school does not amend uniform requirements regularly and takes into account the views of parents and carers and pupils when considering changes to school uniforms.

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 for example: we do not require school jumpers/cardigans and t-shirts/polo shirts to feature the school logo.
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- 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
- 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

All pupils (years N-6) are expected to wear a pale blue or white shirt/polo shirt, with a navy-blue jumper or cardigan – these can be school logoed or plain. Grey or black skirts, dresses or school trousers. On warmer days, children are allowed to wear a blue summer dress or grey/black shorts. Neutral coloured tights (navy, black, cream/white) and if a hijab is worn it should be navy blue or black. *Year 6 students may wear a school tie (purchased at the school office). However, this is not a requirement.*

##### **P.E. Kit:**

- Our PE kit consists of a blue or white t-shirt and plain black shorts - logoed items are available from school, or you may wish to purchase plain kit yourself. A pair of suitable pumps/trainers are also required for PE. In the colder months, we ask that children have plain tracksuit bottoms and a sweatshirt/hoodie for P.E. sessions.

##### **Shoes and Bags:**

- Pupils in Nursery to Year 4 need a 'book bag', a logoed book bag is available via school. Children in Years 5 and 6 may use a rucksack.

- School shoes/trainers should be comfortable and dark in colour (not white). If a pupil needs to wear wellington boots or warm boots to travel to school in comfort, they must have their normal school shoes with them to change into.
- Hebden Royd CE Primary School is a Forest School. Each child should have a pair of wellington boots/walking boots in readiness for their Forest School sessions.

#### **Jewellery:**

- One pair of stud earrings – no other piercings are acceptable. Pupils are not permitted to wear any other jewellery in the school grounds, due to health and safety risks.
- No smart watches to be worn in school as these are mobile devices. If a child has a smart watch, it will be kept in the school office until the end of day.

## **4.2 Where to purchase it**

- Many items can be purchased via the school office; a current item and price list is available on our school website <https://www.hebdenroydprimary.org.uk/uniform> these items are logoed so may be more expensive than purchasing plain items from 'high-street' stores.
- Our PTFA arrange a second-hand uniform stall at most PTFA run events during the school year – parents/carers are asked to make a donation to the PTFA for any items they wish to buy.

## **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)

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.

### **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 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.

### **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 either the headteacher or SENDCo

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 3 years.

## **7. Links to other policies**

This policy is linked to our:

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