

School uniform policy

Henry Chadwick Primary



Approved by:	LGB	Date: 07.09.2026
Last reviewed on:	New Policy	
Next review due by:	September 2027	

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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 all 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, sexual orientation, 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
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair, although we reserve the right to ask that long hair be tied back
- Allow all pupils to style their hair in a way that is appropriate for school, and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons, or if they are experiencing discomfort
- 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 office staff 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 uniforms.

We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo attached or be in a unique fabric or style) cannot be purchased from a wide range of retailers, and that requiring many such items limits parents/carers' ability to shop around for the best price.

We will therefore make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents and carers

We will do this by:

- Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of:
 - 3 or fewer
- Carefully considering whether any items with distinctive characteristics are necessary, and limiting these items where possible example, by offering a branded sweatshirt / cardigan or a choice of a dark green generic cardigan.
- Avoiding specific requirements for items such as coats, bags and shoes/trainers that pupils could also wear on non-school days. See more information in section 4.1
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama
- Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- School will provide uniforms for interschool competitions

Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective pupils, and publishing this information on our website. We generally have a reasonable amount of pre-loved uniform in the office – please ask Mrs. Burge what we have in stock – parents are encouraged to take anything which might be of use.

- 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 uniform in line with the school's complaints policy
- Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- Continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money

4. Expectations for school uniform

4.1 Our school's uniform

Uniform items are:

- Grey trousers (not jeans) or shorts
- Grey skirt or pinafore dress
- White blouse or shirt
- Gingham summer dresses (green)
- White or green polo shirt
- Green pullover or cardigan (jumpers and cardigans bearing the school badge are available but plain green jumpers and cardigans are equally acceptable)
- Black school shoes (not trainers)
- White, grey or green socks/tights.

- Outdoor PE Kit (trainers, socks, black jogger bottoms - not leggings or other trousers, Henry Chadwick Branded PE hoodie and Henry Chadwick Branded PE Top)
 - Indoor PE Kit (PE pumps, socks, black shorts and Henry Chadwick Branded PE Top – as above)
- Swimming sessions require children to use swimming trunks – not baggy shorts and a one-piece costume (no bikini) and a swimming hat. Goggles may be worn if the appropriate letter is signed.
 - With the exception of a simple pair of stud earrings and a watch, jewellery must not be worn at any time. If earrings and watches are worn, children will be required to remove these for PE lessons, sports clubs and Forest School and need to be able to do this independently. If children cannot remove their earrings themselves, written permission should be given by parents / carers for these to be removed by a member of staff with their consent.
 - In addition, make-up, including nail varnish, must not be worn at school at any time, including free dress days. If hair is beyond shoulder length, this should be tied up with a simple bobble. Bows, even in school colours, should not be worn except on non-uniform days.
 - Please ensure that children have the required outdoor wear for the weather – raincoats, sunhats etc.
 - Children may choose to bring a bag and pencil case but these are not required. Children are requested to bring a full water bottle daily – filled with water.

4.2 Where to purchase or acquire it

Uniform bearing the school badge can be ordered from a variety of sources, please look at the school's website for details of the companies currently supplying our uniform, including the Blueprint Uniform shop in Rugeley and Brigade Uniform online. PE Uniform (hoodies and PE tops) can be ordered from Blueprint Uniform in Rugeley, or on line from <https://tailoredbranding.shop/Henry-Chadwicks-Primary-School>

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, unless informed otherwise.

Pupils are also expected to contact Vicki Barnes 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 Vicki Barnes 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 in accordance with the school's complaints policy.

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 Vicki Barnes

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 and the pupil will not miss classroom teaching because of a sanction. This is in line with the statutory [guidance](#).

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 annually. At every review, it will be approved by the LGB.

7. Links to other policies

This policy is linked to our:

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