

Mill Lodge Primary School Uniform Policy

Approved by:	J.Challender	Date: 31/03/25
Last reviewed on:	1 st April 2025	
Next review due by:	Spring 2026	

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 and how we promote inclusion of all pupils
- 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 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 related to their sex, gender
- 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 Challender (Headteacher), 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
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- 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 leveller
- Avoiding different uniform requirements for different year/class
- 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

Foundation Stage

FS1 (Nursery)

- Yellow Polo Shirt, Yellow Sweatshirt and Black jogging bottoms
- Black shorts can be worn in the summer
- The children will require a drawstring bag for keeping a spare pair of pants, socks and a pair of pumps.

Footwear: Black shoes

Foundation Stage

FS2 (Reception)

- Red Polo Shirt, Red Sweatshirt and black jogging bottoms.
- Shorts can be worn in the summer

Footwear: Black shoes and a pair of wellies for lunchtime play

The children will require a drawstring bag for keeping a spare pair of pants, socks and a pair of pumps.

PE: Red shorts and white t-shirt

Year One – Year Six

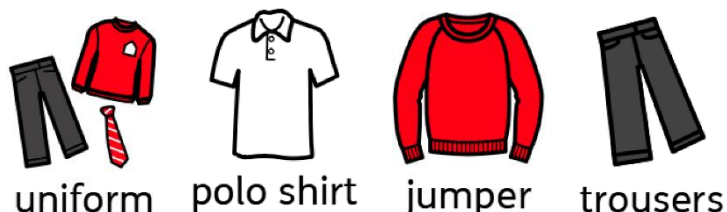
- Black or grey skirt or pinafore dress
- Black or grey trousers or shorts
- Red cardigan or jumper
- White Polo Shirt
- White shirt or blouse

Footwear: Black shoes and a pair of wellies for lunchtime play

PE: Red or white T-shirt
Red shorts or black shorts
Trainers
Grey or black track suits may be worn outside in cold weather.

The Rainbows ARC

- White or red polo shirt, red sweatshirt and black jogging bottoms or grey school trousers/skirt.
- Shorts can be worn if preferred



Footwear: Black shoes and a pair of wellies for lunchtime play. If your child struggles with certain footwear, black trainers are also acceptable.

We ask that all children are supplied with a bag of spare clothes in the event of an accident.

PE and Opal Play: Red or black shorts and white t-shirt. PE pumps or trainers.



Additional information

- There is no requirement for any items to have the school logo.
- Clothing must not contain other visible logos such as sports branding.
- There is an additional hoodie available, which is awarded to pupils through an attendance incentive
- Swimming kit requirement will be communicated to parents/carers at least 4 weeks in advance of swimming sessions.
- Some of our pupils may choose to wear headscarves. If so, these headscarves must look conventional and understated in style and colour

Jewellery

- Children should not wear jewellery to school. If earrings are worn they should be small studs which must be removed for PE. Parents should ensure no earrings are worn on PE days.
- Children may wear an analogue or digital watch but smart watches are not permitted.

Hairstyles

- The school expects pupils to have hairstyles that look conventional and are understated.
- Excessively large or colourful hair accessories are not permitted. Pupils will be asked to remove these in school and they will be returned to their parents /carer at the end of the day.

Items of religious significance

The Headteacher may grant exceptions to any of the above, but only where this is required as a matter of sincere religious observance and where this can be substantiated by a letter from the leader of the relevant religious community.

The School's decision is final.

On nationally recognised days such as Comic Relief, Christmas jumper day, Children in Need, the uniform rules may be relaxed to accommodate pupils marking these days even if school is not holding an organised event.

Please ask your child's class teacher or the school office if you need any advice.

4.2 Where to purchase it

Uniform can be purchased from either our recognised uniform supplier or from a high street retailer that stocks our uniform colours.

[Monkhouse School Specialists](#)

Where can I buy sensory friendly School Uniform?

Please see below a list of links to sites that offer sensory friendly alternatives to School Uniform:

[Easy on Easy Wear - Asda](#)

[Adaptive Clothing](#)

[Sensory Smart](#)

Second hand uniform is available from school at any time. Please ask Annette or the school office. Cost depends on circumstances. Some free second hand uniform is available.

The PSFA also hold used uniform sales throughout the year. Please refer to the PSFA newsletter for information.

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 Mrs Challender (Headteacher) if they want to request an adaptation of 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:

- Clearly labelled with the child's name
- In good condition

Parents/carers are also expected to contact Mrs Challender (Headteacher) if they want to request an adaptation of 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 their parents/carers 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 providing the pupil with clean, second hand uniform to be worn during school hours.

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 annually by the headteacher. Where significant changes are proposed, the uniform policy will be made available for wider consultation which will be managed by the behaviour, health and safety committee in the first instance.

7. Links to other policies

This policy is linked to our:

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