Grove Church of England Primary School

School Uniform Policy

Approved by:	LGB	**Date:** September 2026
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Contents

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

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 a member of the senior leadership team 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
- Limiting compulsory branded items to low-cost and/or long-lasting items
- Considering cheaper alternatives to compulsory branded items as long as this doesn't compromise quality and durability
- 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
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters
- Considering alternative approaches, including loaning compulsory branded items such as sports kit for 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
- 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

The colours of Grove CE Primary School are grey or black, red and white. Parents are expected to make all reasonable efforts to purchase uniform in good time before each academic year, or by the time their child starts at Grove, so their children are smart and ready for learning at school.

WINTER UNIFORM
Grey or black pinafore dress/skirt or trousers
White or red polo shirt

Red school sweatshirt OR cardigan (with or without logo)
Grey tights or socks/white socks
Grey or black leggings may be worn underneath skirts or dresses for religious purposes
Black sturdy school shoes (boots and trainers are not permitted)

SUMMER UNIFORM
Red checked dress or grey or black shorts
Red school sweatshirt OR cardigan (with or without logo)
White or grey socks
Black sturdy school shoes (boots and trainers are not permitted). Velcro fastening shoes are recommended for younger children (FS and KS1) before they have learnt to do up their own laces.

PE UNIFORM

All PE uniform is worn to school when classes have a PE lesson, which is typically twice a week.

Plain black shorts, jogging bottoms, leggings (no logos please)
White polo shirt / T-shirt
Red school sweatshirt OR cardigan (with or without logo)
Plimsolls, or preferably trainers for outside lessons. Velcro fastening shoes are recommended for younger children (FS and KS1) before they have learnt to do up their own laces.

No jewellery is permitted except stud earrings and watches. For safeguarding reasons, watches must not be 'smart' watches, with any ability to message or take photographs, for example.

All stud earrings and watches must be removed for PE by the child themselves. We do not recommend children having their ears pierced in term time, and ask if this is to be done, that it takes place at the beginning of the summer holidays in order that the piercings have time to heal and therefore earrings can be removed before PE lessons.

Long hair must be tied back for health and safety reasons and to prevent the spread of headlice. Nail varnish is not permitted.

Uniform Swap

At the end of each big term (Christmas, Easter and Summer) we offer a school uniform swap. The clothing is sorted into sizes and laid out on tables, either in the hall or on the playground. Parents/Carers are invited to swap any clothing that they no longer require for uniform items that they do need.

4.2 Where to purchase or acquire it

All uniform is widely available, and at very reasonable prices from supermarkets or large chain shops. Whilst items of uniform with the school logo are available PMG Schoolwear, we are happy for children to wear plain polo tops, cardigans or jumpers in the right colour should this be a more cost-effective option. We hold second-hand uniform swaps at the end of every term.

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 a member of the senior leadership team 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 a member of the senior leadership team 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.

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 by the Headteacher. 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