

School uniform policy

Arunside Primary School



Approved by: FGB Date: October 2026

Last reviewed on: 15th May 2023

Next review due by: October 2027

Date	Section	Change
14/04/2026	1. Aims	2 additional bullets addressing student wellbeing and compliance with DfE statutory guidance on cost of school uniform.
	2. Legal Duties under Equalities Act 2010	For OFSTED satisfaction - Stating that this policy has been designed to be “reasonable, proportionate and sensitive to individual circumstances.”
	3. Limiting the Cost of School Uniform	<ul style="list-style-type: none">• PE Kit added to list• Governance review added to list
	4. Expectations of School Uniform	<ul style="list-style-type: none">• Inclusion – Disadvantaged children will be supported.• Branded bookbags are Optional• PE Kit is subject to the same affordability principles as school uniform• Jewellery – removed “The school cannot be held responsible for any loss or accidental damage...” (Removal avoids Ofsted concern about disproportionate responsibility disclaimers.)

	5.	<ul style="list-style-type: none"> Buying Uniform -The school will keep supplier arrangements under review to ensure competition, value for money and accessibility for all families, avoiding exclusive supplier arrangements where possible.
	6.	<p>.1 Added “where reasonably possible while on the school premises or representing the school.”</p> <p>.2 No pupil will be sanctioned or disadvantaged due to their family’s inability to meet uniform costs.</p> <p>.3 Staff will take a supportive and non-punitive approach where financial hardship may be a factor.</p>
	7.	<p>The governing body will:</p> <ul style="list-style-type: none"> Review the policy in one year – to accommodate a proposed change to an ‘Active Uniform’ which is being considered. Seek the views of parents and pupils Ensure fair and consistent implementation Review supplier arrangements at least every five years <p>Policy approval is recorded through full governing board processes.</p>
	8.	Appendix A Added for governors to check compliance with OFSTED

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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
- **Support pupil wellbeing, inclusion and readiness to learn through clear and proportionate uniform expectations**
- **Ensure compliance with Department for Education statutory guidance on the cost of school uniform**

2. Our school's legal duties under the Equality Act 2010

As a school community, we have a commitment to promote equality. An equality impact assessment has been undertaken and we believe this policy is in line with the Equality Act 2010 as it is fair, does not prioritise or disadvantage any pupil, and promotes equality at this school.

The Equality Act 2010 prohibits discrimination based on protected characteristics, including 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
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair (which may be tied back for safety reasons)
- Allow pupils to style their hair in a way that is appropriate for school
- Allow pupils to request changes to swimwear for religious reasons or personal comfort
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations
- Consider individual requests for adaptations on a case-by-case basis

The school will ensure that enforcement of this policy is **reasonable, proportionate and sensitive to individual circumstances**, including financial hardship.

3. Limiting the cost of school uniform

Our school has a duty to ensure that the uniform **and PE kit** required is affordable, in line with Department for Education statutory guidance.

We understand that items with distinctive characteristics (such as branded items or logos) limit parental choice and increase cost.

We will 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:

- Carefully considering whether distinctive items are necessary
- Limiting distinctive characteristics wherever possible
- Limiting branding to low-cost, long-lasting items
- Avoiding compulsory branded coats, bags and shoes
- Keeping optional branded items to a minimum
- Avoiding different uniform requirements across year groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods of identifying groups for competitions
- Providing access to second-hand uniform
- Avoiding frequent changes to uniform specifications
- Consulting parents and pupils on significant changes

The governing board will ensure supplier arrangements prioritise affordability and value for money and will review them at least every five years.

4. Expectations for school uniform

4.1 Our school's uniform

Autumn and Spring Term	Summer Term
Grey school trousers/skirt/pinafore	Grey school shorts with white polo shirt for KS1 and a white short sleeved shirt and school tie for KS2
Navy blue school sweatshirt/cardigan	Navy blue school sweatshirt/cardigan
KS1 – White polo shirt KS2 – White school shirt and school tie	Blue and white gingham dress

White/dark socks or tights	White/dark socks or tights
Sensible black plain school shoes (no trainers or high heels)	Sensible black plain school shoes or sandals (no trainers or high heels)

All children can also wear the Arunside zip-up fleece for added warmth if required during any season.

The school recognises that there may be occasions where pupils are unable to meet uniform expectations due to affordability or availability. In such cases, pupils will not be disadvantaged and support will be offered.

4.2 PE / Games Kit

All children need to be dressed sensibly for PE.

- House-coloured **branded** PE T-shirts are worn for Years 1–6; EYFS wear a plain white T-shirt
- Suitable footwear is required
- Navy jogging pants and a plain navy sweatshirt and/or logoed hoodie may be worn
- Pump bags required for Years 5–6
- EYFS–Year 4 wear PE kit on PE days

PE kit requirements are subject to the **same affordability principles as school uniform**, and suitable non-branded alternatives will be available where possible.

Children representing the school will be lent a branded sports top, which will be returned after the event.

4.3 School Bags

There is no reason for children to bring large bags into school. There is a great shortage of space in the cloakrooms and large bags exacerbate the problem. Lunch boxes can be carried and stored on trolleys.

Branded bookbags are optional and useful for EYFS and KS1

4.4 Jewellery

Children are not allowed to wear items of jewellery at school, although discretion is given to respect religious observance provided prior permission has been given by the headteacher.

The school strongly discourages ear-piercing but those children who have their ears pierced during a school year will be permitted to wear ear-studs for the first six-weeks after piercing provided these are worn flat to the ear.

For health and safety reasons, all jewellery, including ear-rings, must be removed before PE.

Ear-rings worn for piercings that are less than six-weeks old must be covered by a plaster/ micro-porous tape (provided by parents) for all PE lessons.

4.5 Headscarves/Hijab

These may be worn for religious reasons but must be in school colours – navy blue, black, or white

4.6 Hairstyles

Hairstyles should be safe, practical and appropriate for school activities. The school recognises that hairstyles may reflect cultural, religious or personal identity and will avoid policies that could discriminate directly or indirectly; as stipulated in the Equality Act 2010.

Long hair (shoulder length or longer) should be tied back for health and safety reasons during activities such as PE, science, and Forest School.

Hair accessories should be safe and suitable for school activities.

5. Where to Purchase the uniform

The School will keep supplier arrangements under review to ensure competition, value for money and accessibility for all families, avoiding exclusive supplier arrangements where possible.

Second-hand uniform is available through the school and PTA.

Non-branded uniform can be purchased from most major stores at competitive prices. Branded school uniform can be purchased from:

Monkhouse Schoolwear Specialists: Tel: 01403 330218; E-Mail: horsham.shop@monkhouse.com;

Address: 8 Bishopric, Horsham, RH12 1QR

School Ties can be purchased through the school office.

Parents are encouraged to donate good quality, unwanted items to our second-hand uniform bank and our PTA actively support regular sales of second-hand uniform throughout the term.

6. Expectations for our school community

6.1 Pupils

Pupils are expected to wear the correct uniform **where reasonably possible while on the school premises or representing the school.**

Requests for amendments may be made via the school office.

6.2 Parents and carers

Parents are expected to ensure uniform is clean, labelled and in good condition.

Parents may contact the headteacher regarding:

- Protected characteristics
- Cost of uniform

No pupil will be sanctioned or disadvantaged due to their family's inability to meet uniform costs.

6.3 Staff

Staff will monitor compliance and provide opportunities to comply.

Ongoing breaches will be managed through the Relationship and Behaviour Policy.

Staff will take a supportive and non-punitive approach where financial hardship may be a factor.

The governing body will:

- Review the policy in one year due to changes being considered for an 'Active Uniform'
- Seek the views of parents and pupils
- Ensure fair and consistent implementation
- Review supplier arrangements at least every five years

Policy approval is recorded through full governing board processes.

7. Links to other policies

This policy is linked to our:

- Relationship and Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy
- Home School – Partnership Agreement

Governor Assurance Checklist (Ofsted-Aligned)

School Uniform Policy – Education Inspection Framework Compliance

This checklist is used by the Governing Body to assure itself that the School Uniform Policy supports the school's effectiveness under the **Ofsted Education Inspection Framework (EIF)**, particularly in relation to **behaviour and attitudes, personal development, leadership and management, safeguarding, equality and pupil wellbeing**.

1. Behaviour and Attitudes (EIF)

Inspectors evaluate whether policies contribute positively to pupils' behaviour, attitudes and sense of belonging.

Governors confirm that:

- ☐ The uniform policy supports **positive behaviour and attitudes**, rather than creating unnecessary barriers or confrontation.
- ☐ Expectations are **clear, reasonable and consistently applied**.
- ☐ Pupils are treated with **dignity and respect** if uniform expectations cannot be met.
- ☐ Any uniform-related non-compliance is managed through a **supportive and proportionate approach**, aligned with the Behaviour/Relationship Policy.
- ☐ No pupil is unfairly singled out, stigmatised or excluded from learning due to uniform issues.

(Ofsted handbook: behaviour is judged over time and through systems, not isolated incidents.)

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2. Personal Development (EIF)

Inspectors consider how the school promotes pupils' confidence, self-esteem, equality and wellbeing.

Governors confirm that:

- ☐ The uniform policy promotes **inclusion, equality and respect for diversity**.
- ☐ Pupils' **cultural, religious and personal identities** are respected through reasonable flexibility (e.g. hairstyles, religious dress).
- ☐ The policy supports **pupil wellbeing and readiness to learn**, rather than focusing on appearance for its own sake.
- ☐ Pupils are not disadvantaged or embarrassed due to **financial hardship**.
- ☐ Pupils' voice and parental views are considered when reviewing the policy.

(Ofsted handbook: personal development includes equality, respect and removal of barriers to participation.)
[\[elearning....dbe.org.uk\]](http://elearning....dbe.org.uk)

3. Leadership and Management (EIF)

Inspectors assess whether leaders and governors fulfil their statutory duties and make decisions in pupils' best interests.

Governors confirm that:

- ☐ The policy complies with **DfE statutory guidance on the cost of school uniform**.
- ☐ Uniform expectations are **reasonable, proportionate and well-considered**.
- ☐ Branded items are kept to a minimum to support **accessibility and affordability**.
- ☐ Supplier arrangements promote **value for money, accessibility and competition**, avoiding unnecessary exclusivity.
- ☐ The Governing Body **reviews affordability and supplier arrangements regularly**.
- ☐ The policy has been approved through **formal governing board processes**.

(Ofsted handbook: leaders are judged on how policies are implemented in practice, not just written.)
[\[elearning....dbe.org.uk\]](http://elearning....dbe.org.uk)

4. Equality and Inclusion (Cross-Cutting EIF Expectation)

Inspectors consider how effectively schools meet their duties under the Equality Act 2010.

Governors confirm that:

- ☐ The policy complies with the **Equality Act 2010** and avoids direct or indirect discrimination.
- ☐ Uniform requirements are **non-gendered** and apply equally to all pupils.
- ☐ Reasonable adjustments are made for pupils with **disabilities, sensory needs or medical needs**.
- ☐ Adaptations for protected characteristics are considered **individually and fairly**.
- ☐ Enforcement is sensitive to **individual circumstances**, including financial hardship.

(Ofsted handbook: inclusive practice and equitable access are key features of effective schools.)
[\[elearning....dbe.org.uk\]](http://elearning....dbe.org.uk)

5. Safeguarding and Wellbeing (EIF)

Inspectors expect policies to support pupils' safety, dignity and mental health.

Governors confirm that:

- ☐ Uniform and jewellery rules are clearly linked to **health and safety** where applicable.
- ☐ Pupils' **emotional wellbeing** is protected during discussions about uniform.
- ☐ Staff take a **non-punitive, child-centred approach** when uniform issues arise.
- ☐ The policy does not create anxiety, fear or barriers to attendance or participation.

(Ofsted handbook: safeguarding is effective when pupils feel safe, supported and respected.)

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6. Governance Oversight and Accountability

Governors confirm that:

- ☐ The policy is reviewed **at least every three years**.
 - ☐ Parents' and pupils' views are sought during reviews.
 - ☐ Implementation is **fair, consistent and monitored**.
 - ☐ The policy aligns with other key school policies, including:
 - Behaviour/Relationship Policy
 - Equality Information and Objectives
 - Anti-Bullying Policy
 - Complaints Policy
 - Home-School Partnership Agreement
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7. Governing Body Assurance Statement

The Governing Body confirms that:

This School Uniform Policy supports positive behaviour and attitudes, promotes personal development and wellbeing, meets statutory equality and affordability duties, and aligns with Ofsted's Education Inspection Framework expectations for leadership, inclusion and safeguarding.

Approved by: _____

Date: _____