



POLICY NAME: Uniform Policy

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REVIEWER: Deputy Headteacher



Version Control 1

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1. Aims

This policy aims to:

- o Set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers
- o Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
- o 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:

- o 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
- o Make sure that our uniform costs the same for all pupils
- o Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
- o Allow all pupils to style their hair in a way that is appropriate for school and makes them feel most comfortable
- o Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- o Allow pupils to wear headscarves and/or other religious garments
- o Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- o Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with Mandy Turner (Deputy 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:

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

We will do this by:

- o Carefully considering whether any items with distinctive characteristics are necessary
- o Limiting any items with distinctive characteristics where possible for example, by only asking that the blazer, jumper and PE top features the school logo.
- o Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- o 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
- o Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- o Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller
- o Avoiding different uniform requirements for different year groups
- o Avoiding different uniform requirements for extra-curricular activities
- o Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- o Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- o 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

4.1 Our school's uniform

- Black blazer with badge
- Grey trousers / Grey skirt or pinafore worn to knee length or longer
- White shirt / White blouse
- School tie (*must be tied at a sufficient length that shows the school badge*)
- Grey school badged cardigan or school badged V neck jumper
- Plain black socks
- Black flat leather style shoes
- A sensible bag large enough to carry A4 file and planner

PE Kit

- Black and purple school badged polo shirt
- Black school badged shorts
- Black school badged micro fleece or half-zip badged top or long sleeve school badged PE shirt
- Plain black socks (no football teams or logos)
- Training shoes (strictly no vans, converse, high tops or pumps)
- Roll-on deodorant (no sprays, perfume or aftershave)
- Optional - In colder weather: Base layers/under armour type tops are acceptable (in black only).
- Plain black tracksuit/jogging bottoms may be worn (strictly no large logos or patterns).
- For dance - badged dance t-shirt

Not Acceptable in School:

Students with piercings will be expected to remove them so we recommend any new piercings are done at the start of the summer holiday so that they are sufficiently healed to allow their removal on return to school.

- Mobile phones/ smart watches. Mobile phones and smart watches are not allowed to be seen or used in school. If a student has a mobile phone, it must be switched off and out of sight at all times. Phones and smart watches that are seen will be confiscated and stored safely and only returned when a parent/ carer collects it from school

- No jewellery, except a wristwatch. Any jewellery seen will be confiscated and stored safely and only returned when a parent/ carer collects it from school
- No fashion/extreme hairstyles – hair should be of a “natural hair colour” without extreme highlights.
- No make-up/nail polish/false nails/false eyelashes—students wearing these will be asked to remove them.
- No trainers apart from during PE lessons
- No haircuts shorter than a crop with a No2 setting
- No haircuts with patterns/lines shaved into it (including Mohican/mullet styles).
- No handbags.
- No piercings – covering piercings with plasters is not permitted.
- No hoodies of any description.
- No aerosols or perfume sprays.

Are students allowed to “customise” their uniform?

It is important that all our students look and feel good about themselves, which is why we insist on high standards of dress and appearance. Our uniform helps students to achieve these high standards and we ask for your continued support in ensuring that our uniform is worn as intended. To help clarify some issues, here are some key points:

- Skirts: Should be knee length or longer. Skirts are available in a variety of lengths at Kids Kirkby (some may need to be ordered) so that all girls should be able to comply with this requirement.
- Tie: Should be worn at the length intended with the school logo clearly visible below the knot.
- Shirts: Should be tucked in at all times.
- Blazers: Should be worn at all times unless permission to remove them has been sought and given by the class teacher (or the Headteacher).

We advise that all items of equipment and uniform, especially blazers and outdoor coats, are clearly labelled with the student’s name.

Students are expected to bring a bag to school every day. As well as a bag, students will need: pencil case, pens, pencils, ruler, rubber and sharpener.

4.2 Where to purchase it

Kirkby school wear Ltd

0151 548 9390

info@kirkbyschoolwear.co.uk

29 St chads Parade Kirkby L32 8UG

Organisation number 14371022

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:

- o On the school premises

- o Travelling to and from school
- o 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 Jeanette Rigby (Designated Safeguarding Lead) 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:

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

Parents/carers are also expected to contact Jeanette Rigby (Designated Safeguarding Lead) if they want to request an amendment to the uniform policy in relation to:

- o Their child's protected characteristics
- o 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:

- o Resolved locally
- o 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 following a behaviour policy.

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:

- o Is appropriate for our school's context
- o Is implemented fairly across the school
- o Takes into account the views of parents/carers and pupils
- o 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 full governing board.

7. Links to other policies

This policy is linked to our:

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

