

# Highfield CE Primary School

## Uniform Policy 2026



**Approved by:** The Governing Body    **Date:** June 2026

**Last reviewed on:** June 2026

**Next review due by:** June 2027

*“Above all, clothe yourselves with love, which binds everything together in perfect harmony.” Colossians 3:14 (NRV)*

## Statement of Intent

Highfield CE Primary School believes that a consistent, inclusive and affordable school uniform is essential for:

- Promoting the ethos and values of the school
- Providing a sense of belonging and identity
- Setting an appropriate tone for learning

“Uniform” includes:

- Clothing (school uniform, PE kit, and non-uniform items worn in school)
- Hairstyles and headwear
- Jewellery and accessories
- Cosmetics (makeup, nail polish)

We believe pupils learn most effectively when they are comfortable, able to express themselves appropriately, and dressed in a way that supports a positive learning environment.

## Legal Framework

This policy complies with:

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- UK GDPR & Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE (2024) *School uniforms: guidance for schools*
- DfE (2021) *Cost of school uniforms*
- DfE (2021) *School Admissions Code*
- Equality and Human Rights Commission (2022) *Preventing hair discrimination in schools*

This policy operates alongside the school’s:

- Public Sector Equality Duty
- Behaviour Policy
- Complaints Policy

## Roles and Responsibilities

### Governing Body

The governing body is responsible for:

- Establishing a practical, smart, inclusive uniform that reflects the school’s values
- Ensuring the uniform is accessible and affordable for all pupils
- Demonstrating how best value for money has been achieved
- Ensuring compliance with DfE cost guidance
- Conducting annual uniform cost reviews
- Approving uniform assistance applications
- Ensuring meaningful consultation with parents, pupils and the wider community before any changes

### Headteacher

The headteacher will:

- Enforce uniform rules consistently
- Ensure staff understand the policy and procedures
- Listen to community feedback and make recommendations to governors
- Provide exemption letters where appropriate (e.g., medical needs)

### **Staff**

Staff will:

- Ensure pupils follow the uniform policy
- Apply sanctions proportionately and in line with the Behaviour Policy
- Help pupils understand the importance of a consistent uniform

### **Parents**

Parents will:

- Provide the correct uniform
- Inform the school if an exemption is needed
- Ensure uniform is clean, presentable and correctly sized

### **Pupils**

Pupils will:

- Wear the correct uniform unless exempt
- Look after their uniform
- Understand why uniform is part of school identity

## **Cost Principles**

Highfield CE Primary School is committed to ensuring uniform is affordable, in line with DfE guidance.

The school will:

- Keep branded items to an absolute minimum
- Ensure all compulsory items can be purchased from multiple retailers, including supermarkets
- Avoid exclusive single-supplier contracts
- Retender uniform contracts every five years
- Provide year-round access to second-hand uniform
- Conduct an annual review of uniform costs

When evaluating affordability, the school will consider:

- Economically disadvantaged families
- Families with multiple children
- Younger pupils who may need frequent replacements
- Pupils with protected characteristics
- Looked-after and previously looked-after children

The school will assess the total cost of uniform, including multiples of items such as shirts and socks.

## **Principles in Practice**

- Uniform requirements will not discourage applications to the school
- Branded items will be limited to those that are long-lasting (e.g., jumpers)
- Second-hand uniform will be promoted regularly
- Savings negotiated with suppliers will be passed on to parents

- Changes to uniform will be infrequent and only made following structured consultation lasting at least 4 weeks

## Equality Principles

Highfield CE Primary School is committed to ensuring its uniform policy is inclusive and non-discriminatory.

### Gender

The school will:

- Ensure uniform is **gender-neutral**
- Make all uniform items available to all pupils
- Avoid direct or indirect gender-based requirements
- Ensure PE kit expectations are identical for all pupils

### Religion and Belief

The school will:

- Allow flexibility for religious and cultural dress requirements
- Consider individual requests sensitively
- Balance individual needs with health and safety requirements

### Race and Cultural Identity

The school will:

- Not ban hairstyles linked to ethnic origin
- Permit cultural head coverings
- Follow EHRC guidance on preventing hair discrimination

### SEND and Medical Needs

The school will:

- Ensure uniform uses comfortable fabrics where possible
- Allow adaptations for medical conditions (e.g., casts, sensory needs, hair loss)
- Consider individual adjustments where needed

## Hairstyles

Highfield CE Primary School expects pupils to attend school with hairstyles that are safe, practical and appropriate for learning, in line with DfE guidance and the Equality Act 2010.

The school welcomes and respects **all natural hairstyles**, including those associated with cultural, ethnic and religious identity. This includes (but is not limited to):

- Locs
- Braids
- Cornrows
- Twists
- Afros

- Cultural headwraps

The school follows the **EHRC (2022) guidance on preventing hair discrimination**.

### **Dyed Hair**

To maintain a consistent and professional appearance, the school **discourages dyed hair**.

- Pupils should not attend school with **bright, unnatural or extreme hair colours**.

### **Hair Safety**

For safety during PE, science, technology and practical activities:

- Long hair must be tied back
- Hair accessories must be plain, small and in school colours

### **SEND, Sensory and Medical Considerations**

Adjustments will be made where needed for pupils with:

- Sensory needs
- Medical conditions

## **Complaints and Challenges**

Uniform complaints will be handled in line with the Complaints Policy. Teachers may sanction pupils for uniform breaches, but sanctions must be proportionate and consistent with the Behaviour Policy.

### **School Uniform Supplier**

Current suppliers:

- **Koolskools**, 387 Shirley Rd, SO15 3TS Tel: 02380 518408 Website ordering and click-and-collect available
- **My Clothing** <https://myclothing.com/collections/highfield-church-of-england-primary-school-24228> ([myclothing.com](https://myclothing.com) in Bing)

The governing body will:

- Maintain written contracts for branded items
- Retender contracts every five years
- Ensure suppliers provide samples before contracts are signed
- Prioritise cost, durability and value

## **Finding and Consulting Suppliers**

When considering supplier changes, the school will:

- Consult industry bodies
- Research local suppliers
- Seek advice from other schools
- Hold informal discussions to determine needs

Tendering will consider:

- Required products
- Contract length
- Evaluation criteria

## Uniform Assistance

Families eligible for FSM may apply for uniform assistance. Eligibility will be verified through official documentation. Second-hand uniform will be available:

- At HSFF events
- Through the school office
- Via a dedicated webpage listing available items

## Non-Compliance

Staff may contact parents via letter, email or phone if a pupil is breaching the uniform policy. Non-compliance will be addressed fairly and proportionately.

### School Shoes

Highfield CE Primary School requires pupils to wear **plain black school shoes** as part of the standard uniform. Footwear must be safe, comfortable, affordable and consistent with DfE guidance.

#### Required Footwear

- Plain black shoes suitable for daily school activities
- Shoes must be polishable or wipe-clean
- Black trainer-style shoes are acceptable, provided they are:
  - Entirely black, including soles, stitching, laces and any logos
  - Supportive and appropriate for active movement
  - Free from coloured patterns, visible air bubbles, lights or decorative branding

#### Footwear That Is Not Permitted

- Shoes with coloured soles, coloured stitching or visible branding
- Trainers with air bubbles, metallic finishes, lights or embellishments
- Sandals, flip-flops, open-toe shoes or heels
- Boots above ankle height (except for medical exemptions)

#### Affordability and Access

In line with DfE guidance on keeping costs down:

- All acceptable footwear can be purchased from multiple retailers, including supermarkets
- The school will not require branded shoes
- Second-hand uniform events will include footwear where possible



### Medical or SEND Adjustments

Pupils who require alternative footwear for medical or sensory reasons may be granted an exemption. Parents should contact the headteacher for an exemption letter.



### Girls' uniform

- Jade sweatshirt or cardigan
- **Grey** skirt, pinafore dress, culottes, knee length (non-sports) shorts or trousers
- White or jade t-shirt/polo shirt or white blouse
- Jade-checked dress
- Black, flat heeled shoes
- Optional cap for the summer
- Grey fleece (for outdoor use only)



### Boys' uniform

- Jade sweatshirt
- **Grey** trousers, knee length (non-sports) shorts
- White or jade t-shirt/polo shirt or white shirt
- Black, flat heeled shoes
- Optional cap for the summer
- Grey fleece (for outdoor use only)



### Sports kit for girls and boys in a named PE bag:

(No football or other logos)

- **Black shorts**
- White unbranded T-shirt/polo shirt (a change from uniform top)
- Plimsolls/ trainers
- Children may wear trainers for outdoor PE
- Socks



**LONG HAIR MUST BE TIED BACK WITH A BAND**

### What about jewellery?

We strongly discourage all jewellery for health & safety reasons. Religious or medical exceptions to this should be put in writing to the class teacher. Children with pierced ears must only wear stud earrings at school. These must be removed during PE lessons or if the child cannot remove them safely themselves, not worn to school on PE days. We also discourage the wearing of nail varnish to school.

## **An analogue watch**

Telling the time is not only part of the National Curriculum but is an important life skill that children need to acquire.

Teaching pupils to tell the time is best achieved through daily, regular input from an adult, using a real watch or a clock. Therefore, teaching 'time' in a block of lessons is an extremely challenging task for pupils (and teachers!)

We have noticed that when pupils wear an analogue watch (and parents are engaged in helping their child tell the time) they make better progress. Therefore, we ask that all pupils to please come into school every day wearing an analogue watch. This needs to be inexpensive as the school will not be responsible for any loss or damage that occurs in the school day.

## **Labelling and Lost Property**

Parents will be advised to ensure that all pupils' clothing and footwear is clearly labelled with their name and Surname or at least the surname.

Any lost clothing will be taken to the lost property box in the classrooms. All lost property will be retained for half-term and will be disposed of if it is not collected within this time.

## **Monitoring and Review**

This policy will be reviewed annually by the chair of governors and the headteacher.

The school will engage with parents and pupils when reviewing this policy.

Any subsequent changes to this policy will be communicated to all staff, pupils, parents and other relevant stakeholders.