Uniform Policy

St Luke's Primary School

Written by: Tom O'Donnell		**Date:** 1st September 2025
Last reviewed on:	September 2025	
Next review due by:	September 2026	

Contents

1. Aims 3
2. Our school's legal duties under the Equality Act 2010 3
3. Limiting the cost of school uniform 3
4. Expectations for school uniform 4
5. Expectations for our school community 5
6. Monitoring arrangements 6
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 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, 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 and 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 Anisa Lucey (Learning Mentor and Welfare Officer) 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
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- 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
- 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

4.1 Our school's uniform

Branded items with school logo

- Navy Sweatshirt, Navy fleece or Navy Cardigan

Optional branded items
Options are with school logo or plain-no other branding is permitted)

- Yellow or navy T-shirt/Polo shirt

Unbranded items (Plain with no logos)

- Navy or black skirts, trousers or jogging bottoms

Socks/Tights

- Black or navy tights or black, navy and white socks

Footwear

- Sensible black, navy or white shoes (can be trainers)

PE kit

- Children should wear the correct PE kit on their designated PE day.
- Standard kit includes:
    - Plain white T-shirt or polo shirt
    - Black or navy shorts
    - Trainers or plimsolls
- In colder weather, children may also wear:
    - Plain black or navy jogging bottoms/leggings
    - A school or plain sweatshirt (school colours if possible-no branding and no hooded jackets please)

Children should **come to school already dressed in their PE kit** on their PE day to save time getting changed and maximise PE time. Each class teacher will confirm the allocated PE days during the *Meet the Teacher* session at the start of the academic year.

Swimming kit

Some Key Stage 2 classes will go swimming at *Iron Row Baths* as part of the PE curriculum. Please ensure your child brings the correct swimming kit on their swimming day. Standard kit includes:

- Girls: One-piece swimsuit (not bikini)
- Boys: Swimming trunks/shorts (not long beach shorts)
- Swimming hat (all children must wear a hat in the pool)
- Goggles (optional but recommended)
- Towel

Adaptations for religious reasons

- Girls may wear a modesty swimsuit/burkini if preferred, provided it is designed for swimming.
- A swimming hat is still required with modest swimwear.

All children are expected to take part unless a medical reason prevents them from doing so (a note will be required).

Appearance Expectations

We want all children to feel part of our school community, wear their uniform with pride, and be able to learn and play safely. To support this, we ask that families follow the guidance below:

Jewellery

- For safety reasons, the only jewellery permitted in school is:
    - A digital or analogue watch (no Smartwatches please)
    - Small, plain stud earrings (one in each ear)
- No other jewellery is allowed (e.g. necklaces, bracelets, rings) except for approved religious jewellery. Religious jewelry must be simple and not pose a safety risk.

Make-Up & Nails

- Children should not wear any make-up to school.
- Lip gloss, lipstick, nail varnish, and false nails (including acrylic or gel nails) are not allowed, as they can cause safety concerns and are not age-appropriate.

Hairstyles

- Hairstyles should be practical for learning and safe for PE.
- Long hair should be tied back during PE, swimming, science, or any practical activity.
- Hair colours and styles should be natural and avoid extremes that may distract from learning.
- We recognise that some hairstyles may hold cultural or religious significance. The school will always take this into account in line with the Equality Act 2010.

Escalation if Expectations Are Not Met

1. A reminder will be given to the child and parents.
2. If the issue continues, parents will be contacted formally by the school.
3. Persistent refusal to follow the policy may result in a meeting with senior leadership to agree next steps.

Our aim is always to work respectfully with families, while ensuring high standards and consistency across the school.

Expectations for shoes, bags and coats

At St Luke's Primary, we believe that a consistent and practical uniform helps create a strong sense of identity and pride, while also supporting pupils' wellbeing and readiness to learn.

Crocs and Ugg boots

We understand that certain footwear is comfortable and fashionable outside of school, they are not appropriate for the school environment for important safety and wellbeing reasons. They do not provide the necessary support or protection for a typical school day, which involves PE lessons, outdoor play, and moving safely around the school site. Footwear without secure backs or with soft soles can increase the risk of trips, falls, or twisted ankles.

As detailed above:

- Children must wear black navy or white flat shoes or trainers with secure fastenings (e.g. Velcro, buckles, or laces).
- Shoes should be sturdy, supportive, and appropriate for all aspects of school life.
- No open-backed shoes, soft indoor-style boots, fashion footwear, or high heels.

Bags

- Children should bring a sensible school bag or book bag that is big enough to carry reading books, homework, and a water bottle.
- Bags should be practical and manageable in size so that cloakrooms remain safe and uncluttered.
- Fashion handbags or excessively large rucksacks are not suitable for school use.

Coats

- A practical, weather-appropriate coat is required, especially during colder months and wet weather.
- Coats should be suitable for outdoor play and trips (e.g. waterproof, with a hood where possible).
- Fashion jackets that are impractical (e.g. no fastening, overly light fabric in winter) should be avoided.

4.2 Where to purchase it

At St Luke's Primary School we are committed to ensuring that our uniform is affordable, practical, and accessible to all families.

School Stocked Items
The following items are available directly from the school. A full price and size list can be obtained on request from the school office:

- Polo shirts with school logo
- Sweatshirts with school logo
- Cardigans with school logo
- Fleeces
- Reversible fleeces
- Book bags
- PE kit bags
- Embroidered badges (for attaching to plain uniform items)
- Swimming hats (for Key Stage 2 swimming lessons)

Where to Buy

- Logo items (listed above) can be purchased from the school office.
- Non-logo items such as trousers, skirts, shorts, plain polo shirts, and plain PE kit can be purchased from **any high-street retailer or supermarket**. This ensures families can shop around for the best value.

Second-Hand Uniform
We are keen to support sustainability and affordability. Families have the following options:

- Our Family Kitchen holds a number of lost (and not claimed) items of school uniform. This can be made available by contacting Anisa Lucey, our Learning Mentor and Welfare Officer via the school office.
- Good quality, outgrown uniform can be donated to the school office at any time
- Local community uniform exchange or support schemes can also be accessed through the St Luke's Community Centre

By offering both school-supplied logo items and widely available generic items, we aim to balance school identity with flexibility and affordability for families.

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 and parents/carers are also expected to contact Anisa Lucey in the first instance 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 Anisa Lucey, Learning Mentor and Welfare Officer in the first instance 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.

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 the correct uniform.

A uniform slip/text message will be given to a child not adhering to uniform expectations in the first instance. Staff will closely monitor pupils to make sure they are in the correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the Child and Family Support Worker and Anisa Lucey (Learning Mentor) if the situation does not improve.

Ongoing breaches of our uniform policy will be dealt with by the Assistant Headteachers/s or Headteacher.

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. At every review, it will be approved by school staff and the Governing body.

7. Links to other policies

This policy is linked to our:

- Behaviour and Positive Relationships Policy and Anti-Bullying Policy
- Equality information and objectives statement
- Complaints policy