



Elmsleigh  
INFANT & NURSERY SCHOOL

Grow to be the best we can be

## School Uniform Policy

Written: January 2026

To be reviewed: January 2027

Policy Owner: Ms Bailey (Head of School)

Approved by: Mrs Nicola Price (Executive Headteacher)



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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

### 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 sex, race, religion or belief, 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 the way that is appropriate for school yet makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the Headteacher, who can answer questions about the policy and respond to any requests

### 3. Limiting the cost of school uniform

The IDACI index (Income Deprivation Affecting Children) ranks us 6,633 in a possible 32,844 which places us in the 30% most deprived areas in the UK. 29% of our families reside in the top 20% of deprivation and a further 7% in the top 10% of the most deprived areas in the UK. We work hard to support families.

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 on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have 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' 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 items with distinctive characteristics to low-cost or long-lasting items
- 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
- Avoiding different uniform requirements for different year/class
- Avoiding different uniform requirements for extra-curricular activities
- Consider and or suggest affordable ideas for dressing up on special days such as World book day
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consulting with parents 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

All school clothing items are optional to brand with the school's logo.

Elmsleigh uniform is listed below:

- Navy crew neck Jumper or cardigan (optional school logo)
- Grey / Black Skirt
- Grey / Black trousers / leggings
- White shirt or polo (optional school logo)
- Sensible school shoes (dark colour)

Expectations for PE

- White polo (optional school logo)
- Black shorts / leggings
- Black pumps / trainers

Expectations for jewellery and hairstyles

- Hair must be tied back for PE sessions.
- Jewellery must be removed before the school day, if these cannot be removed, they must be covered before school e.g. earrings must be secured with masking tape

If children are unable to remove jewellery for PE for religious or cultural reasons, then parents must consult with their child's class teacher.

## 4.2 Where to purchase it

Parents or carers can purchase school uniform from the high street i.e. Morrisons, ASDA, Sainsbury's etc or school uniform shops such as Pupils School Wear, My Clothing or Mellies Creations.

- Information about second-hand uniform, for example:
  - Our Friends of Elmsleigh Team will arrange second-hand uniform sales at various times of the year
  - School Office has limited available second-hand items.

## 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)

Parents are also expected to contact the headteacher, 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 are also expected to contact the headteacher, 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 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 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 by following steps outlined in school's 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:

- Is appropriate for our school's context
- Is implemented fairly across the school
- Takes into account the views of parents 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 and approved annually by the Headteacher.

## 7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality objectives statement
- Anti-bullying policy
- Complaints policy