

EXCALIBUR PRIMARY SCHOOL

SCHOOL UNIFORM POLICY

The School Uniform Policy in respect of Excalibur Primary School has been discussed and adopted by the Governing Body

Chair of Governors

Gail Whittingham

Head Teacher:

Juliet Jones

Ratified at the meeting of Full Governing Body on: 1st July 2024

To be reviewed July 2026

Statement of Intent

Excalibur Primary School believes that a consistent school uniform policy is vital for:

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

For the purposes of this policy, “**uniform**” includes the following elements of pupils’ appearance:

- Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. non-uniform.
- Hairstyles and headwear.
- Jewellery and other accessories.
- Cosmetics such as makeup and nail polish.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, is affordable, and provides the best value for money for both the school and pupils’ families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in a way that sets an appropriate tone for education.

School Uniform Policy

1. Legal Framework

- 1.1 This policy has true regard to all the relevant legislation including, but not limited to, the following:
- Education and Inspections Act 2006
 - Education Act 2011
 - Human Rights Act 1998
 - Equality Act 2010
 - The General Data Protection Regulation (UK GDPR)
 - Data Protection Act 2018
- 1.2 This policy has true regard to all the relevant guidance including, but not limited to, the following:
- DfE (2014) 'School Admissions Code'
 - DfE (2021) Education (Guidance about costs of school uniforms) Act 2021
 - DfE (2021) 'Cost of school uniforms'
 - DfE (2024) 'School uniforms: guidance for schools'
 - Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'
- 1.3 This policy operated in conjunction with the following school and trust policies and documents:
- Complaints Policy
 - Behaviour Policy

2. Roles and responsibilities

- 2.1 The governing board is responsible for:
- Establishing, in consultation with the headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
 - Ensuring that the school's uniform is accessible, inclusive, and does not disadvantage any pupil because of their protected characteristics or socio-economic status.
 - Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
 - Ensuring that the school's uniform is accessible and affordable.
 - Demonstrating in this policy how best value for money has been achieved.
 - Ensuring compliance with the DfE's ['Cost of school uniforms'](#) guidance.
 - Processing and approving all eligible School Uniform Assistance Application Forms.
- 2.2 Headteacher is responsible for:
- Enforcing the school's uniform on a day-to-day basis.
 - Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.
 - Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing board.
 - Providing pupils with an exemption letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting top.
- 2.3 Staff are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Discussing with pupils the correct uniform to be worn according to this policy.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

2.4 Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher if their child requires a more relaxed uniform policy for a period of time, including why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

2.5 Pupils are responsible for:

- Wearing the correct uniform at all times, unless the headteacher has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

3. Cost principles

3.1 The school will develop its uniform policy in relation to the following starting principles:

- The school will seek to ensure that the uniform is affordable. In so doing, the school will consider the total cost of school uniforms, taking into account all items of uniform or clothing parents will need to provide while their child is at the school.
- The school will seek to keep the use of branded items to a minimum.
- The school will seek to ensure that uniform supplier arrangements give the highest priority to cost and value for money, including the quality and durability of the garment.
- The school will seek to ensure that second-hand uniforms are available for parents to acquire. Information on second-hand uniforms will be published on the school's website.

Principles in practice

3.2 In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform requirements do not discourage parents from applying for a place for their child.

3.3 The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform.
- LAC and PLAC.

- 3.4 The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.
- 3.5 The school will have no variations in school uniform for different groups of pupils.
- 3.6 The school does not require any branded uniform items.
- 3.7 The school will meet the DfE's requirements and recommendations on costs and value for money. Care will be taken to ensure that school uniform is affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.
- 3.8 The school will not make frequent changes to uniform requirements and will take the views of parents and pupils into account when considering any changes.

4. Equality principles

- 4.1 The school takes its legal obligation to avoid unlawfully discriminating against any pupil very seriously.
- 4.2 In line with the above, the school will aim to ensure that its uniform policy is as inclusive as possible so that all pupils can access a school uniform which is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.
- 4.3 The school will ensure that parents and pupils are consulted over any changes to school uniform, and that, where appropriate and with pupils' consent, views and advice are sought specifically from pupils, and parents of pupils, who:
- Are transgender or non-binary.
 - Are of a religious or cultural background that has specific dress requirements.
 - Have SEND and/or sensory needs.
- 4.4 Parents' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the headteacher and governing board, and always in accordance with the school's Complaints Policy.
- 4.5 Information on how the school ensures its uniform policy does not discriminate against pupils with specific protected characteristics is outlined below.

Gender

- 4.6 To avoid disproportionately impacting pupils of a certain gender, the school will ensure that the cost of uniform is as equal in price as possible across items for all genders.

This includes:

- Adhering to the procedures laid out in the '[Cost principles](#)' section of this policy.
- Not directly requiring pupils of a certain gender to buy additional uniform, e.g. by requiring female pupils to buy both trousers and skirts.
- Not indirectly requiring pupils of a certain gender to buy additional uniform, e.g. by offering football in PE to only male pupils and requiring they buy football boots to participate.
- Not holding pupils of different genders to different uniform standards, e.g. by banning certain hairstyles for only one gender.

Religion and belief

- 4.6 To avoid disproportionately impacting pupils of a certain religion, belief or culture, the school will ensure that there is flexibility to allow pupils to present themselves in a way that adheres to their dress requirements as far as possible, within the school's uniform policy.
- 4.7 The school will endeavour to meet all requests for amendments to the uniform for these purposes; however, the needs and rights of individual pupils will be weighed against any health and safety concerns appropriate to the circumstances, e.g. if safety headgear needs to be worn.

Race

- 4.8 To avoid disproportionately impacting pupils of a certain race, the school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:
- Not banning hairstyles related to a pupil's ethnic origin, e.g. natural Afro hairstyles.
 - Not banning hairstyles worn because of cultural, family and social customs, e.g. cornrows.
 - Not banning head coverings related to a pupil's culture or ethnic origin, e.g. African heritage head wraps.

The school will follow the good practice guidance provided by the Equality and Human Rights Commission on '[Preventing hair discrimination in schools](#)'.

SEND and medical conditions

- 4.9 To avoid disproportionately impacting pupils with SEND or medical conditions, the school will ensure its uniform policy takes into account the needs of these pupils. This includes:
- Ensuring the school uniform uses soft, stretchy fabrics and avoids intricate buttons or hard seams.
 - Allowing variations to the standard uniform for pupils whose medical conditions may impact how they dress, e.g. pupils with casts who require loose-fitting clothing or pupils with hair loss-related conditions who wish to wear head coverings.
- 4.10 Where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.
- 4.11 The school will ensure that it works with a supplier that acts in accordance with the school's values and principles on equality and inclusion.

5. Complaints and Challenges

- 5.1 The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.
- 5.2 To make a complaint, parents should refer to the Complaints Policy and follow the stipulations outlined.
- 5.3 When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome.
- 5.4 Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

7. School Uniform Supplier

- 7.1 Our school uniform supplier is: **Smart Choice Uniform, 63 Crewe Road, Alsager. Telephone 01270 747170.**

- 7.2 Second hand uniform is available from Alsager Community Support Centre on the Fairview/Civic car park. Volunteers run a pre-owned school uniform scheme, which is open to everybody and covers all schools. You can either visit the centre or complete the order form below and send it by email to uniform@alsagercommunitysupport.org.uk

8. Uniform assistance

- 8.1 The school supports vulnerable families in meeting the costs of uniforms.
- 8.2 To claim school uniform assistance, parents should be eligible for FSM.
- 8.3 Families who meet the criteria should call or ask at the school office.
- 8.4 The budget for the school uniform assistance scheme comes from pupil premium funds.

9. Non-compliance

- 9.1 Teachers discuss and uniform issues with pupils in accordance with the school's behavior policy.
- 9.2 The headteacher will be referred to by the staff if the event of uncertainty.

10. School Colours

- 10.1 Our school colour is Royal Blue.

11. The Uniform

- 11.1 The school endeavours to ensure that our uniform is as gender neutral as possible.
- 11.2 Pupils who identify as the opposite sex to their birth sex are permitted to wear the uniform of their preferred gender
- 11.3 Winter Uniform:
- Grey skirt/trousers
 - White polo shirts or white shirts
 - Royal blue sweatshirt or cardigan
 - White, grey or black socks or tights
 - Black shoes – Please ensure that footwear is suitable for the rigours of a school day. Fashion shoes, boots and shoes with high heels are a safety risk and trainers, besides making feet sweat, do not give growing feet the necessary support.
- 11.4 Summer Uniform:
- Grey shorts, blue/white dresses and white polo shirt.
 - Royal blue sweatshirt or cardigan
 - White, grey or black socks or tights
 - Black shoes – Please ensure that footwear is suitable for the rigours of a school day. Fashion shoes, boots and shoes with high heels are a safety risk and trainers, besides making feet sweat, do not give growing feet the necessary support.
- 11.5 PE Kit
- White t-shirt, royal blue shorts, royal blue sweatshirt/fleece and blue or black joggers.

- Trainers are recommended for outdoor work as they provide more grip and protection than black pumps. As the children get older and play more structured games football boots may be more suitable.
- Bare feet are used for indoor work, if your child does need to wear footwear for any reason then please supply black pumps.

11.6 Parents are responsible for ensuring their child brings their PE kit to school when needed.

12. Jewellery

12.1 The only permitted jewellery that may be worn is:

- One pair of stud earrings – no other piercings are permitted.
- A sensible wrist watch – no smart watches permitted.

12.2 Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded.

12.3 All jewellery must be removed (covered up in the case of newly pierced ears) during PE and swimming lessons

13. School Bag

- 13.1 Pupils must use an appropriately sized waterproof bag to carry their books and equipment. It should hold A4-sized work books comfortably without causing any damage.
- 13.2 School bags featuring inappropriate images, slogans or phrases are not permitted.
- 13.3 The school encourages pupils to bring non-valuable bags to school. The school will not be liable for lost or damaged school bags.

14. Hairstyles

- 14.1 The school reserves the right to make a judgement on whether a pupil's hairstyle, hair colour or headwear is inappropriate for the school environment; however, the school will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints Procedures Policy.
- 14.2 Pupils with long hair must ensure that this does not impede their vision, cover their face, or cause a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE.

15. Make-Up and cosmetics

- 15.1 Only clear nail varnish may be worn.
- 15.2 No pupil is allowed to wear make-up.
- 15.3 Pupils wearing make-up are required to remove it.
- 15.4 There may be exceptions to the above in extreme circumstances, at the headteacher's discretion, e.g. a pupil may be permitted to cover heavy scarring/skin damage.

16. Adverse Weather

- 16.1 Everyone working at/attending the school during hot weather conditions is required to wear sun-safe clothing that covers as much of their skin as possible.
- 16.2 In accordance with this policy and expectations of uniform, this includes wearing:
 - Loose fitting shirts and dresses with sleeves and collars or covered necklines.
 - Over the knee skirts, shorts or trousers.
 - Tops that cover the shoulder area.
- 16.3 During hot weather, lightweight clothing is required to reduce the risk of overheating. Pupils are advised not to wear their jumpers during heatwaves.
- 16.4 If outside during break times, pupils not wearing sun-safe clothing are advised to stay in an area protected from the sun.
- 16.5 During cold weather, pupils are able to wear scarfs, gloves, coats and hats when they are outside.

17. Labelling

- 17.1 All pupils' clothing and footwear should be clearly labelled with their name.
- 17.2 Any lost clothing is be taken to the lost property lockers. All lost property will be retained until it has been displayed twice on the playground as lost property.

18. Monitoring and review

- 18.1 This policy is reviewed every two years by the chair of governors and the headteacher.
- 18.2 The scheduled review date for this policy is every 2 years