

Inspire Education Community Trust



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# School Uniform Policy

**City Road Primary School**

|                             |            |
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| Approved by the Trust Board | 14/09/2026 |
| Version No.                 | 4          |
| Review Date                 | 14/09/2027 |
| Signed by the Chair         |            |

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## Statement of intent

[City Road Primary School](#) believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

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, and is affordable and the best value for money for 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 such a way that sets an appropriate tone for education.

## 1. Legal framework

This policy has due regard to all 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 UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2024) 'School uniforms: guidance for schools'
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'

This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2021) 'Cost of school uniforms' – updated 6<sup>th</sup> July 2026
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy

## 2. Roles and responsibilities

The executive headteacher is responsible for:

- Establishing, in consultation with the head of school 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 and inclusive and does not disadvantage any pupil by virtue 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 how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's '[Cost of school uniforms](#)' guidance.
- Processing and approving all eligible School Uniform Assistance Application Forms.

The head of school 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 CEO.
- Providing pupils with an exemption letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting top.

Staff members are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Disciplining pupils who are in breach of this policy.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the head of school 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.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the head of school 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**

The school is committed to ensuring that its school uniform is affordable and accessible to all pupils, and does not place an unreasonable financial burden on parents.

In accordance with the 'School Admissions Code', the head of school will ensure that the school's uniform policy does not discourage parents from applying for a place for their child.

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 due to costs.
- LAC and PLAC.

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.

The school is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers. **Our school uniform is non-branded and is readily available from many supermarkets.**

The school will not amend uniform requirements regularly and will take the views of parents and pupils into account when considering any changes to school uniforms.

#### **4. Equality principles**

The school takes its legal obligation to avoid unlawfully discriminating against any pupil very seriously.

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.

The relevant protected characteristics are:

- Sex
- Sexual orientation
- Religion or belief
- Race (including colour, nationality, ethnic or national origin)
- Disability
- Gender reassignment
- Pregnancy

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.

Parents' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the head of school, and always in accordance with the school's Complaints Procedures Policy.

If a requirement will affect a group with certain characteristics more than others, the school will:

- Carefully consider whether the requirement is the best way to achieve aims.
- Think about what mitigations could be put in place.
- Ensure that the requirement is justified and a proportionate means of achieving a legitimate aim to be lawful.
- Allow for flexibility to enable necessary exceptions.

Information on how the school ensures its uniform policy does not discriminate against pupils with specific protected characteristics is outlined below.

### **Gender**

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.

The school will implement a gender-neutral uniform, meaning that pupils will not be required to wear specific items based on their gender, and may wear any of the uniform items listed in the '[School uniform](#)' section of this policy regardless of the legal sex recorded on the school's records. Transgender pupils are supported to access the uniform that best reflects their gender expression in line with the LGBTQ+ Policy.

### **Religion and belief**

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.

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**

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**

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.

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.

## **5. Complaints and challenges**

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

To make a complaint, parents should refer to the Complaints Procedures Policy and follow the stipulations outlined.

When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome.

Trustees are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

## **6. Non-compliance**

Staff members may apply appropriate and proportionate sanctions where a pupil fails to comply with this policy, in accordance with the school's Behaviour Policy and taking account of the pupil's age, understanding and individual circumstances.

Before taking disciplinary action, the school will consider any reasons for non-compliance that may be outside the pupil's control and will seek to work with parents/carers to resolve concerns wherever possible.

Where a pupil attends school wearing clothing, accessories or items that do not comply with this policy, including items displaying inappropriate logos, slogans, offensive imagery, or political messages, the school may require the item to be removed, covered, replaced, or taken home. In all cases, the school will act reasonably, proportionately and in accordance with its duties under the Equality Act 2010 and its commitment to political impartiality.

## 7. School uniform

### School colours

Our school colours are as follows:

- [Blue](#)

### Clothing

The school uniform is as follows (also refer to appendix):

| Item                                                      | Optional or required                                           | Branding | How to acquire                                         |
|-----------------------------------------------------------|----------------------------------------------------------------|----------|--------------------------------------------------------|
| Blue sweatshirt or cardigan                               | Combination of these items is required according to the season | none     | Readily available from most supermarkets/clothes shops |
| White polo shirt                                          |                                                                | none     | Readily available from most supermarkets/clothes shops |
| Blue pinafore or blue checked dress                       |                                                                | none     | Readily available from most supermarkets/clothes shops |
| Grey or black trousers, shorts, skirts leggings or tights |                                                                | none     | Readily available from most supermarkets/clothes shops |
| Sensible, plain black shoes or plain black trainers       | Required                                                       | none     | Readily available from most supermarkets/shoe shops    |

PE kits should meeting the following criteria – these items are readily available from most supermarkets/clothes shops/shoe shops:

- Plain black hoodie

- Plain T-shirt with no branding or logos
- Plain black shorts or black tracksuit bottoms with no branding or logos
- Black pumps
- Suitable trainers

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

### **Jewellery and Earrings**

Permitted jewellery that may be worn is:

- **A sensible wristwatch only – these must not be ‘smart’ watches capable of connecting to the internet**
- **A pair of small, plain ear studs\* in pierced ears**

\*Studs must be:

- Worn in the earlobe only.
- Small, discreet and appropriate for a primary school setting.
- **Flat-backed and close-fitting to the ear**, with no protruding parts, sharp edges, dangling elements or decorative attachments.

Hoop earrings, sleepers, drop earrings, bars, spacers, expanders or any other facial or body piercings are not permitted.

For health and safety reasons, **earrings are not permitted at school.**

Parents/carers choose whether their child wears permitted jewellery to school and accept responsibility for any associated risks. This includes the risk of injury to their own child arising from the wearing of permitted jewellery.

The wearing of jewellery is at the discretion and risk of parents/carers. The school accepts no responsibility for the loss, theft or damage of jewellery, watches or any other personal items brought onto the school site. All personal belongings remain the responsibility of the pupil and their parents/carers. Lost, stolen or damaged items will not be replaced or reimbursed by the school.

Where jewellery is deemed unsafe, inappropriate or in breach of this policy, the school may require it to be removed. Parents/carers may be contacted if necessary.

### **Make-up and Cosmetics**

In keeping with the school's primary-age setting, pupils should present a natural appearance.

Pupils are not permitted to wear any make-up, including foundation, concealer, blusher, bronzer, eyeliner, eyeshadow, mascara or lipstick, whilst at school or representing the school.

Nail varnish, gel nails, acrylic nails, false nails, nail decorations, false eyelashes and temporary tattoos are not permitted.

Clear, uncoloured lip balm may be worn where required.

The school reserves the right to ask pupils to remove any make-up or cosmetic products that do not comply with this policy. Parents/Carers may be contacted if necessary.

### **Recording Devices**

Pupils are not permitted to wear, carry or use any device capable of recording sound, video or still images whilst on the school premises, travelling to or from school as part of a school-organised activity, or during any educational visit, or other school activity. This includes, but is not limited to, mobile phones, smart watches, wearable cameras, smart glasses, audio recorders and similar electronic devices.

Any pupil found in possession of such a device may be required to surrender it to a member of staff. The device may be confiscated and retained in accordance with the school's Behaviour Policy.

This restriction is in place to safeguard the privacy, dignity and safety of pupils, staff and visitors, to comply with safeguarding and data protection requirements, and to minimise disruption to teaching and learning.

Exceptions may be made where a device is required to support a pupil's medical condition, accessibility needs or special educational needs and disabilities (SEND), subject to prior agreement with the Head of School or an authorised member of staff.

Failure to comply with this requirement may result in sanctions in line with the school's Behaviour Policy.

### **Hairstyles**

The school reserves the right to make a judgement on where pupils' hairstyles or hair colours are inappropriate for the school environment; however, 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.

Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE.

The following hairstyles are not considered appropriate for school:

- **Brightly-coloured, dyed hair.**
- **Headwear with bold patterns or colours.**
- **Excessive hair accessories.**
- **Headwear featuring inappropriate words or images**

## **8. Adverse weather**

All pupils are required to wear weather-appropriate clothing that covers as much of their skin as possible during adverse weather.

For hot temperatures, this includes wearing:

- Loose-fitting and lightweight shirts and dresses with sleeves and collars or covered necklines.
- Over the knee skirts, shorts or trousers.
- Tops that cover the shoulder area.
- Sunglasses with UV protection when outside, where possible.

Pupils are advised not to wear any jumpers during heatwaves. If outside during break times, pupils not wearing sun-safe clothing are advised to stay in an area protected from the sun.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when they are outside.
- Warm jumpers that conform to the school's uniform policy.
- Trousers, or thick tights with skirts.

## **9. Labelling**

All pupils' clothing and footwear is clearly labelled with their name.

Any lost clothing is be taken to the lost property box in the **school office**. All lost property is retained for **six weeks** and is disposed of if it is not collected within this time.

## **10. Assistance**

The school will hold second-hand school uniforms for parents to access; parents should see the pastoral staff.

Parents will be invited to donate their child's uniform when they no longer need it.

## **11. Non-uniform days and personal items**

When planning non-uniform days, the school will consider:

- Any impact it may have on attendance.
- The expectations on appropriate clothing.
- The Behaviour Policy.
- The ability of pupils from low-income families to fully take part, e.g. where costumes or dressing up are involved.
- That participation should not be dependent on parents or pupils making a financial contribution.

### **Political Impartiality and Clothing Expectations**

- The school is committed to maintaining political impartiality and creating an inclusive environment where all pupils feel safe, respected and able to learn. Clothing, accessories, bags and personal items worn in school must not display political messages, campaign materials, party-political logos, slogans, symbols, or imagery that could reasonably be interpreted as promoting a political viewpoint, cause or organisation. Similarly, clothing must not contain offensive, discriminatory, extremist, or divisive messages.
- Pupils may wear clothing or items required for religious or cultural observance, provided they are safe, appropriate for school activities and do not conflict with the school's uniform expectations. The Head of School reserves the right to determine whether any item of clothing, logo, slogan or message is appropriate for the school environment and may require pupils to remove or replace items that do not comply with this policy. This approach supports the school's duty to remain politically impartial and to promote mutual respect, tolerance and community cohesion.

## **12. Monitoring and review**

This policy is reviewed **annually** by the executive headteacher and the board of trustees.

## **APPENDIX**

## School uniform

- ❑ Dress your child in school uniform so that they are part of our school community.
- ❑ All major supermarkets: Tesco, Asda, Sainsburys
- ❑ Put their name on it!



## PE kit

Please bring in a bag with spare clothes in case your child gets wet throughout the day.

- ▶ Black hoodie
- ▶ Black tracksuit trousers
- ▶ White T-shirt
- ▶ Black pumps

