School Uniform Policy

For all primary schools and nursery settings

Applies to	**All schools and nursery settings within Everychild Partnership Trust**
Statutory basis	Education Act 1996 (as amended by the Children's Wellbeing and Schools Act 2026); Equality Act 2010; Human Rights Act 1998
DfE guidance	Developing school uniform policy (updated July 2026); Cost of school uniforms - statutory guidance (updated July 2026)
Date adopted	Limit on compulsory branded uniform and PE kit items - in force from 1st September 2026 (Children's Wellbeing and Schools Act 2026)
Review date	September 2026
Policy owner	September 2027 (or sooner if legislation or guidance changes)
Approved by	Director of Education

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1. Purpose and Scope

This policy sets out Everychild Partnership Trust's approach to school uniform across all primary schools and nursery settings within the Trust. It applies to all pupils from the start of their education with us through to the end of Year 6.

This is a Trust-wide framework policy. **Each school adopts it as its own and may add a local appendix (Appendices A–C) to set out the specific uniform requirements, colour choices and approved suppliers for their community.**

Local appendices must be consistent with and must not weaken this policy.

The policy aims to:

- Promote a sense of community, pride and identity across all our schools
- Set an appropriate and positive tone for learning
- Support equality by reducing visible differences in economic circumstances
- Ensure uniform is genuinely affordable for all families
- Comply fully with the legal limit on compulsory branded items from September 2026
- Be inclusive of all pupils, including those with protected characteristics, SEND and sensory needs
- of Seclusion and Restraint) (No. 2) (England) Regulations 2025 and all related legislation

2. Our Commitment to Uniform

We strongly encourage all schools within the Trust to have a school uniform. In line with DfE guidance, we believe uniform can:

- Promote the ethos of a school and a shared sense of belonging
- Provide a sense of identity and inclusion for all pupils
- Set an appropriate tone for education
- Help reduce peer pressure and the social visibility of economic differences

3. Legal and Statutory Framework

This policy has regard to:

- Education Act 1996 (as amended by the Children's Wellbeing and Schools Act 2026) – including the new statutory limit on compulsory branded uniform items from 1 September 2026
- DfE: Cost of school uniforms – statutory guidance (updated July 2026) – governing boards must have regard to this
- DfE: Developing school uniform policy – non-statutory guidance (updated July 2026)
- Equality Act 2010 – in particular, the duty not to discriminate unlawfully on grounds of sex, religion or belief, race, disability, gender reassignment or pregnancy
- Human Rights Act 1998 – including Article 9 (freedom of thought, conscience and religion) and broader protections recognised by courts as including SEND, medical conditions and gender identity
- DfE: Behaviour in schools guidance (current edition)

- DfE: Suspension and permanent exclusion guidance (current edition)
- DfE: Equality Act 2010: advice for schools (current edition)
- Equality and Human Rights Commission guidance on preventing hair discrimination in schools

Use of the terms 'must' and 'should': Throughout this policy, 'must' indicates a legal requirement. 'Should' indicates guidance that should be followed unless there is good reason not to.

4. Role and Responsibilities

4.1 Trust Board

- Adopts this Trust-wide policy and ensures it complies with legislation and statutory guidance
- Ensures all academy schools within the Trust comply with the branded items limit from 1st September 2026
- Reviews the policy annually (delegated to Director of Education)

4.2 Local Governing Board

- Adopts this Trust policy as the school's own uniform policy
- Approves the local appendices (Appendices A–C) for their school
- Ensures uniform requirements at their school are reasonable, affordable and lawful
- Oversees procurement of branded items and ensures value for money
- Ensures a complaints procedure is in place

4.3 Headteacher / Setting Manager

- Implements the policy consistently and fairly
- Ensures all staff understand and apply the policy
- Takes decisions on pupil non-compliance in accordance with the school's behaviour policy
- Ensures information about uniform support (second-hand, hardship) is readily available to families
- Reviews supplier arrangements at appropriate intervals
- Is the named point of contact for families who need support with uniform

4.4 Staff

- Support consistent implementation of the uniform policy
- Treat non-compliance with sensitivity, in particular where financial hardship or SEND may be a factor
- Do not put any pupil in a situation that causes embarrassment or distress due to their uniform

4.5 Parents and Carers

- Are responsible for ensuring their child wears the correct uniform
- Should contact the school office in the first instance if there are any difficulties with uniform (cost, availability, SEND needs or other concerns)
- Are encouraged to engage in consultations when the school is reviewing its uniform requirements

4.6 Pupils

- Are expected to wear the school uniform correctly and take pride in their appearance
- Should be involved, age-appropriately, in consultations about uniform

5. Developing and Reviewing the Uniform Policy

When a school is developing its uniform policy for the first time, or making any significant changes, it must:

- Actively engage with parents and pupils and take their views into account
- Consider how the proposed policy might affect groups sharing protected characteristics under the Equality Act 2010
- Ensure the final policy is published on the school website and clearly signposted for current and prospective parents
- Consult with parents and pupils specifically on cost issues when developing or changing the policy (as required by the statutory guidance)

Each school should review its uniform policy at appropriate intervals and following any significant legislative or guidance changes. The Trust will co-ordinate reviews where legislation affects all settings, as with the branded items limit from September 2026.

6. Design Principle: Inclusion, Comfort and Safety

When setting uniform requirements, schools within the Trust must consider:

6.1 Comfort and practicality

- Uniform should allow pupils to move freely and comfortably throughout the school day
- Schools should take a sensible approach to allow adaptations in extreme weather – for example, permitting shorts or PE kit in very hot weather, or trousers instead of skirts in very cold weather, or where the UK Health Security Agency has issued a weather-health alert
- Schools may consider ‘active uniforms’ which support physical activity throughout the day

6.2 Safety

- Uniform must be suitable and safe for pupils who walk or cycle to school (e.g. allowing a coat that provides visibility in the dark)
- Open-toed shoes and high heels are not appropriate for primary school
- Hair longer than shoulder length should be tied back, particularly for safety in practical lessons

6.3 Gender

- Schools may have different uniform requirements for boys and girls, but these must not amount to unlawful sex discrimination
- Girls’ and boys’ uniform requirements should be of comparable cost
- Schools should offer flexible options where possible (e.g. trousers and skirts available to all pupils), in line with Cass Review advice to avoid rigid rules based on gender stereotypes
- Girls should be offered a choice of items for PE so they feel comfortable – for example, shorts, skorts, tracksuit bottoms or leggings

6.4 Environmental considerations

- Schools should consider the environmental impact and sustainability of uniform items
- Schools are encouraged to prioritise durable, quality garments and to promote second-hand provision

6.5 Political impartiality

- Schools should make their position clear on badges or items supporting causes or organisations. Where schools prohibit such items, this should be set out in the uniform policy

7. Cost and Affordability – Including the Branded Items Limit

New statutory requirement from 1 September 2026

The Children's Wellbeing and Schools Act 2026 amends the Education Act 1996 to introduce a legal limit on the number of compulsory branded school uniform and PE kit items that schools can require. From 1 September 2026, all schools must comply with this limit. The statutory guidance on the Cost of School Uniforms sets out the detail. Schools must not require parents to purchase more compulsory branded items than permitted.

No school uniform should be so expensive that it prevents any pupil or their family from applying to, attending or fully participating in school life. Schools must give high priority to cost and value for money, including the quality, durability and sustainability of garments.

Schools within the Trust must:

- Keep the number of compulsory branded (logoed) items to the absolute minimum necessary, and within the legal limit from September 2026
- Ensure that the majority of uniform items can be purchased from any retailer (not just approved suppliers), provided they meet the school's colour and style requirements
- Ensure that compulsory branded items are competitively priced and represent good value
- Avoid requiring uniform that is unnecessarily expensive or difficult to source
- Not require specific uniform for any voluntary or optional activity that would place a financial burden on families

Participation in school: No pupil should miss school, be excluded from any activity, or be treated less favourably because they do not have the correct uniform. Schools should take a considerate approach and offer support where financial hardship is suspected.

8. Sourcing Uniform: Branded Items and Approved Suppliers

Where a school requires parents to purchase branded (logoed) items, the following principles apply:

- The number of compulsory branded items must not exceed the statutory limit in force from 1 September 2026
- Branded items must be clearly identified in the school's local appendix (Appendix A) as 'must be logoed'

- All other uniform items – including most trousers, skirts, shirts, polo shirts and plain PE items – may be purchased from any retailer, provided they meet the colour and style requirements
- The school's local appendix must make this distinction absolutely clear to parents

8.1 Approved suppliers for branded items

- Where a school uses approved suppliers for branded items, supplier arrangements must be reviewed regularly
- Where appropriate, the school must run a competitive process to appoint approved suppliers
- When reviewing or appointing suppliers, schools must consider: price, quality, availability (including lead times), customer service, and accessibility for all families, including online and in-person purchasing
- The school must ensure that the approved supplier has an agreed procedure to handle complaints about supply and quality
- If a family has difficulty accessing an approved supplier due to cost, availability or accessibility, the school must work with them to find a practical solution or provide support

9. Religious, Cultural and Equality Considerations

Schools within the Trust must ensure that their uniform policy is as inclusive as possible and complies with the Equality Act 2010 and Human Rights Act 1998.

9.1 Religion and belief

Some religions and beliefs require adherents to dress in a particular way, including:

- Wearing or carrying specific religious artefacts
- Not cutting their hair
- Dressing modestly
- Covering their head

Pupils have the right to manifest a religion or belief. Where a school has good reason for restricting this – such as genuine health and safety or safeguarding considerations – any restriction must be justified as a proportionate means of achieving a legitimate aim.

Schools should act reasonably through consultation and dialogue to accommodate religious requirements within the uniform policy. Most religious requirements should be capable of being met.

Head coverings: Where permitted by the school, head coverings worn for religious or cultural reasons should meet the school's published requirements (set out in Appendix A). The child's face must be fully visible at all times for safeguarding purposes. Specific requirements (such as colour and fastening type) should be set out clearly and sensitively in the school's local appendix.

9.2 Race and hair

Schools must not have policies or practices that directly or indirectly discriminate on grounds of race. Schools should have regard to the Equality and Human Rights Commission guidance on preventing hair discrimination in schools when developing and reviewing their policy. Policies that

prohibit, restrict or place conditions on natural hair associated with ethnicity (such as Afro hair, locs or protective styles) may constitute unlawful race discrimination.

9.3 Individual exceptions

Even where a policy is agreed, schools must consider individual variations where necessary to avoid discrimination. Any pupil requesting a variation based on a protected characteristic should have their case considered sensitively and promptly. Where a request is refused, the school must be able to justify this as a proportionate means of achieving a legitimate aim.

10. SEND and Individual Needs

Schools must consider the needs of pupils with special educational needs and/or disabilities (SEND) when developing and implementing the uniform policy.

Certain items of clothing can create challenges for pupils with SEND, including those with sensory processing differences, physical disabilities, or conditions affecting fine motor skills. Schools must consider:

- What flexibilities, adaptations, adjustments or alternatives might reduce or remove any negative impact on individual pupils
- Whether a more comfortable or less restrictive uniform (e.g. elasticated waistbands, velcro fastenings) could meet most pupils' needs without the need for individual exceptions
- Offering a more flexible policy allowing pupils to choose from a range of items

Staff should approach uniform conversations with SEND pupils and their families with sensitivity. Where a pupil's SEND means they are unable to comply with a specific element of the uniform policy, the school must make reasonable adjustments. Such adjustments should be documented and agreed in advance wherever possible.

Human Rights Act 1998 protections are recognised by courts as extending to special educational needs and medical conditions, as well as gender identity. Schools must take this into account when determining whether individual exceptions are required.

11. PE Kit

Each school's PE kit requirements are set out in Appendix B. The following principles apply across all Trust schools:

- PE kit must be practical, comfortable, suitable for the activity and affordable
- Girls must be offered a choice of items so they feel comfortable – for example, shorts, skorts, tracksuit bottoms or leggings
- Schools should promote the importance of girls wearing sports bras when taking part in PE and sport
- Schools should consider setting requirements that reduce peer pressure to wear designer sportswear – for example, by stating that items should not have visible logos or branding beyond the school's permitted branded item(s)
- PE kit requirements must comply with the statutory branded items limit from 1 September 2026
- PE kit should support inclusion, participation and engagement for all pupils

Spare kit: Schools are encouraged to keep a supply of spare PE kit so that no pupil misses a lesson due to having forgotten or not having access to their kit.

12. Appearance, Jewellery and Hair

12.1 Jewellery

- For safeguarding, health and safety and inclusion reasons, jewellery should be kept to a minimum
- Each school's specific jewellery requirements are set out in Appendix A
- Where earrings are permitted, they must be removed (not covered) for PE lessons
- Schools should make clear to parents at the start of each year that earrings must be removed for PE. Parents are advised to consider the timing of any ear-piercing so that ears have fully healed before the start of the school year

12.2 Hair

- Schools may set requirements around hair, but these must not discriminate on grounds of race (see Section 9.2)
- For safety, hair longer than shoulder length should be tied back, particularly during practical lessons and PE
- Hair accessories should meet the school's published colour requirements (see Appendix A)
- Schools must not prohibit natural hair textures or protective styles associated with ethnicity

12.3 Other appearance

- Nail polish, acrylic nails and temporary or permanent tattoos are not permitted
- Extreme hairstyles (e.g. shaved patterns or unnatural colours) are not permitted, unless required for medical, religious or cultural reasons

13. Non-Uniform Days

Schools may choose to hold non-uniform days. When doing so, schools should:

- Set clear expectations on appropriate clothing in advance, including any rules on logos, slogans or political messaging
- Consider how the day relates to the behaviour policy
- Consider the impact on attendance – some pupils may feel anxious about non-uniform days
- Ensure that all pupils can fully participate, particularly where costumes or dressing up are required – participation must never be dependent on families making a financial contribution
- Consider the ability of pupils from lower-income families to take part equally

14. Uniform and Attendance

Schools should be aware of the link between uniform and attendance. Pupils may miss school because they do not have the correct uniform or PE kit, or because they do not have access to clean uniform. Not having clean uniform can also result in bullying, which may further affect attendance.

Schools should consider:

- What action they can take to support pupils who do not have the correct uniform or PE kit
- Keeping spare, clean uniform items available for pupils who need them
- Short-term changes to uniform requirements where this would support a specific pupil's attendance
- Who the named point of contact is for families needing uniform support

Important: No pupil should be sent home or refused entry to school because of uniform non-compliance. If a school issues a formal sanction such as suspension for uniform-related misbehaviour, it must follow the formal suspension process set out in the statutory suspension and permanent exclusion guidance.

15. Second-Hand Uniform and Hardship Support

15.1 Second-hand uniform

All schools within the Trust must actively promote the availability of second-hand uniform. Second-hand provision helps reduce costs for families, extends the life of garments and reduces environmental impact.

Each school's arrangements for second-hand uniform are set out in Appendix C. This should include how families can donate and access second-hand items, and any relevant contact details.

15.2 Hardship support

We are committed to ensuring that no pupil is excluded from school life because their family cannot afford uniform. Schools within the Trust must:

- Have a clear, confidential process for families experiencing financial hardship to request uniform support
- Ensure the contact for hardship support is clearly communicated to families (see Appendix C)
- Take a considerate approach where it is suspected that financial hardship is the reason a pupil does not have the correct uniform
- Be aware of and signpost families to relevant external support (e.g. local authority support, the Household Support Fund, Free School Meals eligibility)
- Maintain a stock of clean second-hand uniform for families in need

All requests for uniform support should be treated in strict confidence. No pupil should be embarrassed or singled out because of their family's financial situation.

16. Pupil Non-Compliance

It is for the Headteacher to decide how to address pupils who do not follow the school's uniform policy, in accordance with the school's published behaviour policy.

Schools must deal with uniform non-compliance in a proportionate, fair and sensitive way. Before taking any disciplinary action, schools must consider:

- Whether there are reasons for non-compliance outside the pupil's control (e.g. financial hardship, SEND, bereavement, a house fire)

- Whether the non-compliance relates to a protected characteristic (in which case the school must consider whether a reasonable adjustment or individual exception is required)
- Whether offering support (second-hand uniform, hardship assistance) would resolve the situation without the need for disciplinary action

Where initial contact with a family does not resolve the situation, the Headteacher may write to the parent. Template letters are provided at Appendix D (non-compliance) and Appendix E (support available).

Suspension: If a school issues a suspension in relation to uniform non-compliance, it must follow the formal suspension process set out in the statutory suspension and permanent exclusion guidance.

17. Complaints and Challenges

Disputes about school uniform should be resolved locally, in accordance with the school's complaints policy. Governing boards must have a complaints procedure in place.

Parents should be able to raise concerns and complaints easily. Schools should work constructively with parents to reach a mutually acceptable outcome.

Where a complaint relates to a pupil's protected characteristic, the governing board must consider the request to vary the policy carefully and sensitively.

Where a complaint relates to a branded item or an approved supplier, the school should ensure the supplier has a procedure to address complaints about the supply and quality of uniform.

If a parent has concerns about the uniform requirements (including cost, availability, or the use of approved suppliers), they should contact the school office in the first instance. If concerns are not resolved, parents may use the school's formal Complaints Procedure, which is available on the school website and from the school office.

18. Links to Other Policies

This policy should be read alongside:

- Behaviour Policy
- Safeguarding and Child Protection Policy
- Equality and Inclusion Policy
- SEND Policy and Information Report
- Attendance Policy
- Complaints Policy
- Health and Safety Policy

19. Review

This policy will be reviewed annually by the Director of Education, or sooner if required by changes in legislation or statutory guidance. The next scheduled review is September 2027.

Each school's local appendices should be reviewed at least annually by the Local Governing Board, or when the school makes changes to its uniform requirements. Schools must consult with parents and pupils when making significant changes.

20. Appendix A: School Uniform – Baldwins Hill Primary School

This appendix is to be completed by each school and approved by the Local Governing Board / Academy Council. It must be consistent with the Trust's framework policy. The completed appendix should be published on the school website and reviewed at least annually.

Branded items limit (from 1 September 2026): Clearly identify below which items MUST be logoed (branded). The number of compulsory branded items must not exceed the statutory limit. All other items listed may be purchased from any retailer meeting the colour/style requirements.

A1. Standard Uniform

Item	Requirement
School jumper/cardigan	**Navy Blue- may be purchased from any retailer. Not required to be logoed. Can be purchased from Brigade Clothing Ltd**
Shirt / polo shirt	**Green- may be purchased from any retailer. Not required to be logoed. Can be purchased from Brigade Clothing Ltd**
Trousers / skirt / skort / pinafore **Tailored Shorts**	**Grey or Black – traditional school style. May be purchased from any retailer.** **Grey or Black – traditional school style. May be purchased from any retailer.**
Summer dress	**Shades of green with neat check or stripe pattern – may be purchased from any retailer.**
Socks / tights	**Socks- white, grey or black** **Tights – plain grey or black**
Shoes / footwear	**Sensible black school shoes or plain black trainers.** **No open-toe shoes or high heels.**

*** = Compulsory branded (logoed) item.** All other items may be purchased from any retailer meeting the colour and style requirements.

A2. Head coverings

Head coverings worn for religious or cultural reasons. They must not be fastened with a pin or magnet. The child's face must be fully visible at all times. For further guidance, please contact the school office.

A3. Jewellery

One small pair of studded earrings can be worn, but must be removed or covered up for PE.

A4. Hair Accessories

Small, plain hair accessories may be worn. Elaborate or heavily decorated accessories are not permitted

A5. Outerwear (Optional Items)

Waterproof coat (any colour), wellies (to be kept in a named bag), sun hat / cap in very hot weather, beanie hat, etc.

A6. Swimming

Suitable one-piece costume or trunks, towel, swim hat (required / optional).

A7. Other / Art Lessons / Specialist Activities

Outdoor Learning - Clothes which you don't mind getting dirty. These will be weather dependent but may include tracksuit bottoms, T-shirt and jumper, layers may be required if really cold Waterproof coat Wellingtons or shoes which can get muddy

21. Appendix B: PE Kit –Baldwins Hill Primary School

To be completed by each school. Must reflect the Trust's principles in Section 11 and comply with the branded items limit from 1 September 2026.

Girls must be offered a choice of PE items (e.g. shorts, skorts, tracksuit bottoms or leggings) so they feel comfortable. Indicate below which options are available.

PE Kit Item	Requirement
PE T-shirt House T-shirt	Does not need to be logoed. PE T-shirt – plain Emerald Green- Logoed can be purchased from Brigade Clothing Ltd House T-shirt – red, blue, green or yellow depending on house. May be purchased from any retailer.
Shorts / skort Joggers / tracksuit bottoms / leggings (cold weather) Trainers	Navy blue or black. May be purchased from any retailer. Navy blue or black – may be purchased from any retailer. Black Plimsolls or Trainers (which do not extend above the ankle)

*** = Compulsory branded (logoed) item.** The total number of compulsory branded uniform and PE kit items across Appendices A and B must not exceed the statutory limit.

22. Appendix C: Approved Supplier Information – Baldwins Hill Primary School

To be completed by each school. This appendix must be reviewed annually and updated whenever supplier arrangements change.

C1. Approved Supplier(s) for Branded Items

Brigade Clothing Limited, 15 Binns Close, Tile Hill, Coventry. West Midlands. CV4 9TB • https://www.brigade.uk.com/ • Parents Direct (Home Delivery) 21 working days

C2. Second-Hand Uniform

Pre loved uniform can be donated and purchased from our PTA- Friends of Baldwins Hill

C3. Hardship Support

If support is required, please contact the school office or Headteacher • officebh@partnersinlearning.co.uk • Tel- 01342 321572

23. Appendix D: Template Letter to Parents – Uniform Non-Compliance

This template is provided for schools to adapt. It should be used sensitively and only after initial verbal contact with the family has not resolved the situation. Delete, amend and personalise as appropriate.

Re: School Uniform

Dear Parent / Carer of _____

I am writing to you because your child has recently attended school without the correct school uniform.

At Baldwins Hill Primary School, all pupils are expected to wear the agreed school uniform. Uniform helps to promote a sense of belonging, equality and pride in our school community. Our uniform requirements are set out in our School Uniform Policy, which is available on the school website and from the school office.

On this occasion, your child was wearing _____, which does not meet our uniform requirements. We would be grateful if you could ensure that your child wears the correct uniform from [date / as soon as possible].

We understand that there can sometimes be difficulties with uniform, including cost or availability. If this is the case, please do not hesitate to contact the school office in confidence. We are happy to help and may be able to offer practical support – including access to second-hand uniform.

If your child finds certain uniform items difficult to wear due to sensory needs or other additional needs, please contact your child's class teacher in the first instance so that we can discuss any appropriate adjustments.

Thank you for your continued support.

Yours sincerely,

_____

Miss Dabell, Baldwins Hill Primary School

24. Appendix E: Template Letter to Parents – Uniform Support Available

This template can be used proactively – for example, at the start of a new year, when transitioning to secondary school, or where a family is known to be experiencing financial hardship. Adapt as appropriate.

Re: Uniform Support Available

Dear Parent / Carer,

We know that the cost of school uniform can sometimes be a challenge for families, and we want to make sure that every child has what they need to feel confident and ready for school.

At Baldwins Hill Primary School we have a range of support available:

Second-hand uniform:

We regularly hold nearly-new uniform sales and maintain a stock of donated items. Please contact [name/email/phone] to find out what is currently available.

Confidential hardship support:

If your family is experiencing financial difficulty, please contact [name/email/phone] in confidence. We are able to offer practical support and can also signpost you to other sources of help.

All requests for support are treated in complete confidence. Please do not hesitate to get in touch – we are here to help.

Yours sincerely,

_____

Headteacher, [School Name]

25. Appendix F: Policy Version History

Version	Date	Summary of changes
1.0	September 2026	New Trust-wide framework policy. Aligned to DfE Developing school uniform policy (July 2026) and statutory Cost of school uniforms guidance (July 2026). Incorporates branded items limit under the Children's Wellbeing and Schools Act 2026 (in force 1 September 2026). Replaces individual school uniform policies.