



School Uniform Policy

Date policy last reviewed:

April 2025

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Statement of intent

Radwinter CofE 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.

In writing and updating this policy, we have sought to:

- Engage with parents and pupils.
- Consider how this policy might affect groups represented in the school, especially those who share protected characteristics as defined by the Equality Act 2010.
- Consider how comfortable the uniform will be for pupils.
- Take a sensible approach to allow for exceptions to be made, e.g. during adverse weather.
- Ensure that the uniform is suitable and safe for pupils who walk or cycle to school.
- Choose a PE kit which is practical, comfortable, appropriate to the activity involved and affordable.
- Ensure the policy is easy to access and understand.

1. Legal framework

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

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- 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'
- DfE (2021) 'School uniforms'
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour and Relationships Policy
- Pupil Equality, Equity, Diversity and Inclusion Policy

2. Roles and responsibilities

The governing body 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.

The headteacher is responsible for:

- Enforcing the school's uniform rules 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 shirt.

Staff are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Where appropriate to their role, 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 headteacher if their child requires an exemption to the uniform rules for a period of time, with a reason 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 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

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.

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.

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

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.

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

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.

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

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

The school will refer individuals who wish to complain to the Complaints Procedures Policy and request that they follow the procedures outlined therein.

When a complaint is received, the school will work with the complainant to arrive at a mutually acceptable outcome.

The school has an agreed procedure in place with its uniform supplier to deal with complaints about the supply and quality of uniforms.

In considering a complaint, parents should be aware that teachers can sanction pupils for breaching the school's rules on appearance or uniform. The school expects this to be carried out in accordance with the school's published behaviour policy. The school aims to deal with pupil non-compliance in a proportionate and fair way.

6. School uniform supplier

The Bee Wear

50 High St, Saffron Walden, CB10 1EE

Phone: 01799 219567

Email: info@beewearuk.com

7. Uniform assistance

The school will support families in receipt of pupil premium funding to meet the costs of uniforms by providing one complete branded school uniform and PE kit per year. This will include two jumpers / cardigans, PE shirt and tracksuit.

The school will hold second-hand school uniforms for parents to access; access to these uniforms will be made available by the PTA at least termly.

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

8. Non-compliance

Staff will be permitted to discipline pupils for breaching this policy, where relevant to their role, in accordance with the school's Behaviour Policy.

If your child is wearing an incorrect item of school uniform, they will be asked to remove this when on the school site. Parents/carers will be contacted immediately and may also receive a letter informing them if the above Uniform Policy has not been followed.

9. School uniform

Our school uniform is as follows:

Item	Optional or required	Branding	How to acquire
Regular school uniform			
Blue sweatshirt or cardigan with school logo	Required	School logo on right-hand side	Branded sweatshirt and cardigan available from school supplier or second-hand from school office
Light blue polo shirt	Required	No branding	Available second-hand from PTA and from regular retailers
Grey trousers or shorts Grey dress or knee-length grey skirt	Required	No branding	Available second-hand from PTA and from regular retailers
Blue and white checked summer dress	Optional	No branding	Available second-hand from PTA and from regular retailers
Sensible, plain black shoes (no open toes, trainers or canvas shoes)	Required	No branding	Available from regular retailers
Black, grey or white socks or tights	Required	No branding	Available second-hand from PTA and from regular retailers
Shower-proof raincoat	Required	No branding	Available from regular retailers
PE kit			
Radwinter PE shirt	Required	School logo and colours	Branded PE shirt available from school supplier or second-hand PTA
Navy blue shorts or skort	Required	School logo and colours	Branded shorts / skort available from school supplier or second-hand from PTA
Trainers - dark or white, no bright colours	Required	No branding	Available from regular retailers
Radwinter hoodie	Optional	School logo and colours	Branded PE shirt available from school supplier or second-hand from school office
Radwinter navy-blue tracksuit	Optional	Optional branding	Branded option available from school supplier or non-branded available from regular retailers
Skins for winter sports – navy-blue or black only, no bright colours	Optional	No branding	Available from regular retailers
Studded boots for KS2 winter sports	Optional	No branding	Available from regular retailers
Gum shield and shin pads for KS2 winter sports	Optional	No branding	Available from regular retailers

Accessories			
School book bag	Optional	School logo	Available from school supplier
School PE bag	Optional	School logo	Available from school supplier

Parents will be notified of pupils' breaches of school uniform in all cases.

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

Jewellery

The school rules on jewellery are as follows:

- One pair of stud earrings may be worn – no other piercings are permitted.
- A smart and sensible wristwatch may be worn.
- Necklaces and bracelets must not be worn.

If your child has pierced ears they may wear one small single pair of studs. No other jewellery is permitted. Children **MUST** be able to remove earrings in order to take part in PE. Staff are not permitted to remove earrings and the school is unable to take responsibility for any jewellery that is lost.

If you intend to have your child's ears pierced, **please be aware that unless they can remove the earrings for PE or swimming themselves, they will not be able to take part in sessions. For safety reasons we do not allow taped up earrings in our school.** The best time to have this done is at the start of the Summer holidays so they are healed by the time the children return in September.

Pupils will be advised that jewellery is their personal responsibility and not that of the school. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons, including PE lessons and science experiments.

Smart Watches

To maintain a focused and distraction-free learning environment, smart watches of any make or model are not permitted to be worn in school. This includes, but is not limited to, devices that provide notifications, allow communication, or track physical activity (such as step counters). All pupils are expected to leave such devices at home or store them securely out of sight during the school day.

If a pupil is found wearing or using a smart watch during school hours:

The device will be confiscated and held at the school office until the end of the day. A parent/carers will need to come and collect it.

Bags

Branded book bags and PE bags are available through our uniform supplier. These are not compulsory, but are recommended for Reception to Y2 as we know that these book bags will fit into the children's drawers at school.

Hairstyles and headwear

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.

- Where hair is long enough it should be **fully** tied back when in school.
- Any hairbands used must be plain and a colour that complements the school uniform. All novelty hairbands, such as cat ears, flowers and large bows are not permitted.
- Hairstyles judged to be extreme by the Headteacher or Senior Leadership Team are not permitted.

The following hairstyles, hair colours and headwear are not considered appropriate for school:

- Brightly coloured dyed hair
- Shaved symbols into hair
- Headwear with bold patterns or colours
- Excessive hair accessories
- Headwear featuring inappropriate words or images

Makeup and cosmetics

No nail varnish - this also includes nail art, gel polish, acrylics or any type of nail extension.

No make up.

Pupils wearing nail varnish or makeup will be required to remove it.

10. Adverse weather

All pupils will be advised to wear weather-appropriate clothing.

During the summer months, when temperatures reach above 25 degrees Celsius (°C), pupils will be encouraged to protect their face, neck and ears using a sun-safe hat with a wide brim. Pupils will be advised not to wear any jumpers or cardigans during heatwaves.

Pupils without sun hats will only be permitted to play in an area protected from the sun, unless a sun hat can be provided. Pupils not wearing sun-safe clothing will be required to play in an area protected from the sun, if spare clothing cannot be provided.

During the Winter months, pupils are advised to attend school with suitable clothing and footwear. Appropriate clothing should be worn that is suited to the weather conditions, e.g. wearing waterproof clothing in the rain and wearing gloves in the snow

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when outside.
- Vest or skins.
- Trousers, or skirts and thick tights.

11. Labelling and lost property

Parents will be advised to ensure that all pupils' clothing and footwear is clearly labelled with their name and year group.

Any lost clothing will be taken to the lost property tubs in the school playground. Where items are named, these will be returned to the pupil. All unnamed and unclaimed lost property will be retained for one month and will be disposed of if it is not collected within this time.

12. Monitoring and review

This policy will be reviewed annually by the chair of governors and the headteacher. The next scheduled review date for this policy is November 2026.

The school will engage with parents and pupils when reviewing this policy.

Any subsequent changes to this policy will be communicated to all staff, pupils, parents and other relevant stakeholders.