



Acklam Whin Primary School

School Uniform Policy

Policy updated: June 2025

Agreed by Governors: June 2025

To be Reviewed: June 2026

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Statement of intent

Acklam Whin 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 (2021) 'School uniforms'
- DfE (2024) 'School uniforms: guidance for schools'
- 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 Policy
- Pupil Equality, Equity, Diversity and Inclusion Policy

2. Roles and responsibilities

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.
- Demonstrating in this policy how best value for money has been achieved.

- Ensuring that the school's uniform is accessible and affordable.
- Ensuring compliance with the DfE's '[Cost of school uniforms](#)' guidance.

The headteacher is responsible for:

- Supporting 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 an exemption 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.
- 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. Information on second-hand uniforms will be published on the school's website.

Principles in practice

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.

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.

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 will keep branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, e.g. supermarkets, due to the item's logo, colour, design, fabric or other unique element. Where the school requires an item of branded clothing, it will assess how prices can be kept as low as possible and put measures in place to facilitate this. This may include:

- Making donated second-hand uniform available for purchase at a lower price.

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 protected characteristic very seriously. In line with this, 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 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 headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

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:

- 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 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.

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 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.

6. School uniform supplier

The school's current school uniform supplier is:

Lollipops Schoolwear Limited: 01642 225827/01642 952856

<https://lollipops-middlesbrough.co.uk/product-category/acklam-whin-primary-school/>

7. Uniform assistance

The school will provide disadvantaged families with PE kits. The budget for the school PE kits will be derived from pupil premium funds. The school will hold second-hand school uniforms in the school office for parents to access. Parents will be invited to donate their child's uniform when they no longer need it.

8. School uniform

We encourage all the children to wear our school uniform. It is one way of bringing children together, of expressing pride in their school and motivating high expectations of themselves and the others around them. All labels should be clearly marked with your child's name.

Uniform

Our school uniform is listed on our school website.

Our school uniform is:

Royal blue school jumper or cardigan (preferably with a school logo)
White shirt or polo shirt
Acklam Whin tartan pinafore/skirt
Grey trousers/skirt/pinafore
Grey, black or white socks
Grey or black tights

For summer months:

Grey shorts
Blue and white gingham summer dress

Footwear – plain black shoes (not boots) should be worn at all times in school.

Trainers will not be permitted unless in exceptional circumstances and agreed with school.

All children need a labelled pair of wellies for use in the Outdoor Classroom.

Please note, football kits, hoodies and branded sportswear are not permitted.

The PE uniform for Acklam Whin is as follows:

Blue school logo Cool P.E. T-shirt
Navy school logo ¼ zip P.E. top
Navy shorts
Navy plain joggers
School sweatshirt or jumper/cardigan
Black or white plain trainers

Jewellery and make-up

Children are not permitted to wear make-up to school; this includes the wearing of nail varnish and transfers / temporary tattoos. The school rules on jewellery are as follows:

- One pair of small stud earrings may be worn.
- No other jewellery to be worn.
- No make-up or nail varnish or false nails should be worn.
- Hair accessories, bobbles, slides and bows should be in the school colours and of a reasonable size.

Pupils will be advised that earrings are their personal responsibility and not that of the school. All earrings must be covered/removed during practical lessons, including PE lessons and are not allowed at all during swimming sessions.

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. 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 cause a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE. Brightly coloured dyed hairstyles are not considered appropriate for school. Headwear to be worn in school colours (Navy blue, grey or black).

Personal belongings

All children are provided with a school book bag when they start at Acklam Whin; we have no room to store large rucksacks from home. Book bags are used from Years Reception to Year 4. Year 5 and 6 children bring their own bag of a reasonable size.

Religious Considerations

The requirement for modesty for Muslim girls can be accommodated within the uniform. Trousers are a permitted part of the uniform for girls and, therefore, the wearing of other garments under dresses is not necessary.

The hijab (headscarf) is not normally worn by the majority of Muslim girls until puberty. However, we recognise that a small number of families may require their children to cover their hair/heads at an earlier age. Following discussions with parents representing these views and a meeting of the full governing body the following decisions were made:

Providing we are satisfied that the choice is the child's then:

From Y4 girls can wear the Hijab in school colours (Navy/Black). It should at all times be tucked into their blouse or polo shirt.

Children will, if they wish, be allowed to remove the Hijab for PE or other sporting activities.

Should any child wish to wear the Hijab, according to these amendments, their family should apply in writing to the Head Teacher.

Sikh boys may wear a Patka, in Academy colours, around their 'bun.'

These amendments were decided upon in the context of the many religions and beliefs in our multi-ethnic academy and are designed to balance the rights and beliefs of all our families and children. This is in order to create a harmonious community, where beliefs and cultures are celebrated but not allowed to become divisive; and where individual children do not feel different or excluded.

The policy takes a balanced middle ground and is decided with the objectives of; furthering school uniformity, co-existence and harmony; without compromising personal modesty; and taking health and safety considerations into account. It is also written in the context of an understanding that school is a safe and nurturing environment where safeguarding of children is our prime concern.

9. Labelling

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

10. 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 June 2026. Any changes to this policy will be communicated to all staff, pupils, parents and other relevant stakeholders.