



Uniform Policy

Written by: Matthew Cross

Approved: Governing Body, March 2026

Review Date: March 2027

Contents

[Contents](#)

[Statement of intent](#)

[Legal framework](#)

[Roles and responsibilities](#)

[Cost principles](#)

[Branded items](#)

[Equality principles](#)

[School uniform supplier](#)

[Jewellery](#)

[Bags](#)

[Makeup and cosmetics](#)

[Adverse weather](#)

[Labelling and lost property](#)

[Monitoring and review](#)

[School Uniform Expectations](#)

[PE Kit](#)

[Nursery and Reception](#)

[Jewellery](#)

[Makeup and cosmetics](#)

[Hairstyles](#)

[Purchasing](#)

Statement of intent

Queen's Hill 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 will:

- 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
- Choose a PE kit which is practical, comfortable, appropriate to the activity involved and affordable

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 'Cost of school uniforms'
- DfE 'School Admissions Code'
- DfE 'Developing school uniform policy'
- Equality and Human Rights Commission 'Preventing hair discrimination in schools'

This policy operates in conjunction with the following school policies, all of which can be found on our school website:

- Complaints Policy
- Behaviour Policy
- Equality and Accessibility Policy

Roles and responsibilities

The governing board is responsible for:

- Establishing 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
- Ensuring that the school's uniform is appropriate, practical, accessible and affordable for all pupils
- Demonstrating in this policy how best value for money has been achieved
- Ensuring compliance with the DfE's '[Cost of school uniforms](#)' guidance

The headteacher and staff team are responsible for:

- Enforcing the school's uniform rules on a day-to-day basis
- 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

Parents/carers are responsible for:

- Providing children with the correct school uniform as detailed in this policy
- Informing the school if their child requires an amendment or an exemption to the uniform rules, with a reason why e.g. due to their child's protected characteristic, due to the cost of the uniform
- 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 school has granted an exemption or an amendment
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community

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 doing so, 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 use of branded uniform items will be minimised in accordance with the branded items section of this policy
- 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 uniforms are affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

Branded items

All school items can be worn branded or unbranded. Parents/carers will be informed of any requirements for generic alternatives of non-branded uniform, e.g. the colour, shade, fabric or fit, so that these items can be purchased appropriately.

For sporting activities and competitions, pupils will not be required to wear branded items to take part in an activity. We may give out additional branded items for sporting competitions and events. If a pupil is unable to wear a loaned branded item, e.g. for a medical or health reason, the school will allow them to wear a suitable alternative.

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'/carers' 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.

Gender

We 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 will be supported to access the uniform that best reflects their gender and/or sexual 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. This includes any religious or cultural head coverings and/or specific accessories.

The school will endeavour to meet all requests for amendments to the uniform for these purposes; however, it is important that school policies are not compromised, such as school safety or discipline.

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

The school follows the [HALO code](#) and 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:

- What flexibilities, adaptations, adjustments or alternatives might mitigate any negative impact on these pupils
- Adopting a more comfortable or less restrictive uniform

- Determining a more flexible policy that allows pupils to choose from a range of items so they feel more comfortable

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.

School uniform supplier

The school's current school uniform supplier is:

Birds of Dereham Unit D
13 Yaxham Road
Dereham
NR19 1HB
01362 692941

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. Any smartwatches must have their 'smart' features disabled during school hours and the camera function must be disabled

Pupils will be advised that jewellery is their personal responsibility and not that of the school. Lost or damaged items will not be refunded.

Bags

Pupils must use an appropriately sized waterproof bag to carry their books and equipment. School bags featuring inappropriate images, slogans or phrases will not be permitted. The school will discourage pupils from bringing valuable bags to school. The school will not be liable for lost or damaged school bags.

Makeup and cosmetics

The school rules on makeup and cosmetics are as follows:

No make up including false eyelashes, false nails or nail extensions are permitted, Only clear nail varnish may be worn.

Adverse weather

All pupils will be advised to wear weather-appropriate clothing. In the colder seasons this may be a jumper and winter coat, hat, scarf and gloves. In the warmer seasons, this may be a sunhat and sunscream.

When outside during break and lunch times, pupils without a hat will be advised to stay in an area protected from the sun.









Labelling and lost property

Parents/carers will be advised to ensure that all pupils' clothing and footwear is clearly labelled with their name.. Any lost clothing will be taken to the lost property box in the school office. All lost property will be retained for one month and will be sent to a clothes bank if it is not collected within this time.

Monitoring and review

This policy will be reviewed annually by the Governors and the headteacher. Any subsequent changes to this policy will be communicated to all staff, pupils, parents/carers and other relevant stakeholders.

School Uniform Expectations

Outerwear/Jumper			
 <p>SWEATSHIRT</p>	 <p>CARDIGAN</p>	 <p>FLEECE JACKET</p>	
Branded Sweatshirt	Branded Cardigan	Branded Fleece Jacket	Non-Branded Purple Jumper or cardigan
 <p>POLO SHIRT</p>			 <p>BOOK BAG</p>
A white Shirt or Polo Shirt	Grey trousers, skirt or shorts	Dark coloured flat sensible shoes	Book bag or small backpack

PE Kit			Nursery and Reception	
 <p>POLO SHIRT</p>	 <p>PE SHORTS</p>			
A purple polo shirt	A pair of dark coloured PE shorts	Suitable Trainers	Instead of grey trousers, EYFS can wear grey Jogging bottoms or shorts	A pair of wellington boots and a waterproof coat/puddle suit

Jewellery	Makeup and cosmetics	Hairstyles	Purchasing
<p>Children should not wear any jewellery in school, apart from studded earrings.</p> <p>A watch may be worn (non-smart enabled).</p>	<p>False eyelashes, false nails and nail extensions are not permitted.</p>	<p>We follow The Halo Code for schools, guaranteeing that students can wear all afro-hairstyles without restriction, judgment, or discrimination.</p>	<p>All items can be worn branded or unbranded.</p> <p>Branded supplier: Birds of Dereham Non-branded suppliers: Asda, M&S Second-hand uniform can be arranged from the school office</p>