



School Uniform Policy

This policy is in line with the DfE's statutory '**Cost of school uniforms**' guidance and non statutory "**Developing school uniform policy 2024**"

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Statement of intent

Springwell 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, SEND or socio-economic circumstances.

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 enables their education.

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

- 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 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 (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 Policy
- Behaviour Policy
- Pupil Equality, Equity, Diversity and Inclusion Policy
- Financial Regulations Policy

2. Roles and responsibilities

The Trust Board is responsible for:

- Establishing, in consultation with the LGB, 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, SEND, or socio-economic status.
- Ensuring that the school's uniform is accessible and affordable.
- Ensuring compliance with the DfE's ['Cost of school uniforms'](#) guidance.

The Local Governing Board is responsible for:

- 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.

The Headteacher is responsible for:

- Encouraging compliance in the school's uniform rules on a day-to-day basis (except where reasonable adjustments are made to accommodate protected characteristics or SEND).

- 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.

Staff are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times (unless reasonable adjustments have been made to accommodate protected characteristics or SEND.)
- 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 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, if they are capable of doing so.
- Understanding and respecting why a school uniform is important to the school (e.g. school identity and community), if they are capable of doing so

3. Cost principles

The Trust with its schools 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

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 has a single uniform requirement for all pupils. This ensures that pupils can get the most wear out of their uniform and that parents can pass some items down to younger siblings (if at Springwell) or to the office for re-use.

While branded uniform is available and encouraged, it is not obligatory, and generic clothing from general suppliers is acceptable (see below). 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. The price of the branded clothing that is available will be kept as low as possible and we put measures in place to facilitate this..

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 work with multiple suppliers to obtain the best value for money possible. Any savings negotiated will be passed to parents where possible. The school will not enter into exclusive single-supplier contracts or cash-back arrangements. More information on supplier processes can be found in the '[School uniform supplier](#)' section of this policy.

The Trust and its schools 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.

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 Trust's Complaints 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:

- 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 physical, sensory or behavioural needs preclude them from wearing the typical uniform.

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 Trust's Complaints Policy.

The school will refer individuals who wish to complain to the Complaints 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:

- Logo To Go
- 13 Tower Street,
- Hartlepool,
- TS24 7HH
- Tel: 01429408450
- E-mail: info@logotogo.uk

The school uniform supplier will accept school uniform assistance vouchers.

The governing board will ensure that a written contract is in place with the supplier for branded items. The school will tender the uniform contract regularly, whether changes to the uniform are made or not, in line with best value principles.

The governing board will be able to demonstrate how uniform is procured at the best value for money. The Headteacher will work to ensure that the items are procured as cheaply as possible without compromising on the quality, e.g. by requesting standard-style items from the supplier rather than more intricate and unique designs.

The school will not sign contracts with suppliers before requesting visualisations and samples of proposed uniform.

7. Finding and consulting suppliers

If the school is considering changing its suppliers and seeks a list of available suppliers, it will consider the following options:

- Consulting an industry body
- Researching local suppliers
- Consulting with other schools and networks
- Having informal discussions with potential suppliers to help determine the school's own needs

If the school prepares to request bids from potential suppliers, it will consider the following elements:

- What products parents will need
- Existing contractual commitments
- Length of tender process
- The school's evaluation process

8. Template documents

Schools will use the DfE's '[Procuring uniform supplies](#)' template documents to ensure that they undergo the procurement process correctly. The templates consist of an invitation to tender, a request for quotation, and a pricing schedule.

Schools will use the invitation to tender template to ask questions of suppliers. Schools will then use the pricing schedule to ask suppliers to submit their prices.

9. Uniform assistance

The school will support families who are struggling to acquire uniform for their child. In this scenario parents and carers should contact the school office to find out what help is available.

As part of this help the school will hold second-hand school uniforms in the school office for parents to access upon request.

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

10. Non-compliance

Staff will be permitted to challenge parents for breaching this policy, where relevant to their role.

11. School uniform

Clothing

The school uniform is as follows:

Item	Optional or required	Branding	How to acquire	Cost per item from school supplier (Correct as of March 25)
Regular school uniform				
Children's polo shirt (turquoise)	Required (Preferred)	School logo on right-hand side	Branded polo shirt available from school supplier	From £8.00
Children's polo shirt (turquoise, or similar colour)	Required	No branding	Available from regular retailers.	N/A
Children's sweatshirt (navy)	Required (Preferred)	School logo on right-hand side	Branded sweatshirt available from school supplier	From £9.00
Children's sweatshirt (navy)	Required	No branding	Available from regular retailers.	N/A
Children's cardigan (navy)	Preferred	School logo on right-hand side	Branded sweatshirt available from school supplier	From £11.00
Children's cardigan (navy)	Optional	No branding	Available from regular retailers.	N/A
Dresses – Black, Dark Grey or Navy pinafore dress	Optional	No branding	Available from regular retailers	N/A
Dresses – Blue Gingham Summer Dress	Optional	No branding	Available from regular retailers	N/A
School Jacket	Optional	School logo on right-hand side	Available from school supplier.	From £26.50
School Fleece	Optional	School logo on right-hand side	Available from school supplier.	From £14.50

Grey or black trousers, shorts or knee-length grey skirt	Required	No branding	Available from regular retailers.	N/A
Sensible, comfortable shoes	Required	No branding	Available from regular retailers.	N/A
PE kit				
Plain white t-shirt	Optional	No branding	Available from regular retailers	N/A
Plain black shorts	Optional	No branding	Available from regular retailers	N/A
Trainers	Optional	No branding	Available from regular retailers	N/A
Accessories				
Infant Backpack	Optional	School logo in centre	Available from school supplier	£10.50
Junior Backpack	Optional	School logo in centre	Available from school supplier	£11.55
Cap	Optional	School logo in centre	Available from school supplier	£6.75
Legionnaire's Cap	Optional	School logo in centre	Available from school supplier	£6.95

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

Jewellery

The school does not permit jewellery.

Bags

Pupils must use an appropriately-sized waterproof bag to carry any necessary items into school.

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.

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 Trust's Complaints 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.

12. Adverse weather

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

For warm temperatures, or heatwaves this will include:

- Wearing shorts or skirts.
- Not wearing jumpers.
- Having sun-cream applied by parents before school.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when outside.
- Warm jumpers.
- Trousers, or skirts and thick tights.

13. Labelling and lost property

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

Any lost clothing will be taken to the lost property box in the school office, where it will be retained. If it is not claimed within a reasonable length of time it will be given to classes to use as 'spares'.

14. 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 September 2026.

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