

BOXGROVE C of E PRIMARY SCHOOL



*Flourishing a community of
Curious Minds, Kind Hearts and Resilient Learners,
Rooted by God's Love*

School Uniform Policy

Monitoring and Review of Policy

Last Update (Reviewed at FGB): January 2026

Next Update Due: January 2027

Statement of intent

Boxgrove CE 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, the school will:

- 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 '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:

- Complaints Procedures Policy
- Behaviour Policy
- Equality 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.
- 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.
- Ensuring compliance with obligations under the Human Rights Act 1998 and the Equality Act 2010.

The headteacher is responsible for:

- Enforcing the school's uniform rules on a day-to-day basis.
- Ensuring that teachers understand this 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 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 amendment to the uniform rules , with a reason
- 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 amendment.
- 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

- We will develop the uniform policy in relation to the following starting principles:
- We will ensure uniform is affordable by considering the total cost of all required items.
- Branded items will be kept to a minimum, as outlined in the branded items section.
- Supplier arrangements will prioritise cost, value for money, quality, and durability.
- Second-hand uniforms will be made available via a clothing rail in the front entrance, with suggested donation prices benefiting the PTA.

Principles in practice

- In line with the School Admissions Code, uniform requirements will not deter parents from applying for a place.
- We will regularly review the overall cost of its uniform policy, including before any changes, considering:
 - Economically disadvantaged families.
 - Families with multiple children at the school.
 - Parents of younger children who need frequent replacements.
 - Pupils with protected characteristics.
 - Looked After and Previously Looked After Children (LAC/PLAC).
- Cost assessments will consider the full set of required items, including multiples (e.g., shirts, socks), not just individual item prices.
- There is no variation in uniform between year groups.
- Uniform will meet DfE requirements for affordability and value for money, using reputable suppliers.
- We will work with multiple suppliers to secure best value, passing savings to parents where possible. No exclusive contracts or cash-back arrangements will be made.
- Changes to uniform will be infrequent and informed by parent and pupil feedback.
- The same cost considerations apply to PE kit to ensure all pupils can participate fully.

4. Branded items

As of September 2026, we will limit its branded items of uniform and PE kit to three or fewer.

The branded items will be:

School Jumper / cardigan or fleece

P.E top

School Bag

A branded item will be deemed compulsory if a pupil is required to have or wear the item:

- For general use at the school.
- To travel to or from the school.
- To take part in any lesson, club or activity facilitated by the school.

Where pupils are able to choose between different branded items, e.g. being able to choose between wearing a fleece or jumper or cardigan, this will only count as one item as the pupil is only required to have one of those items.

Generic unbranded items worn by pupils will still need meet the requirements of this policy and should be fit for purpose.

Other branded items remain available but are optional.

White Polo tops

Grey skirt / dress / trousers / short

Blue Checked summer dresses

For sporting activities and competitions, pupils will be required to wear the branded P.E. top.

5. Equality principles

We are committed to avoiding unlawful discrimination and ensuring its uniform policy is inclusive.

Uniform will be comfortable, suitable for all pupils' needs, and reflective of individual identity, without direct or indirect discrimination based on:

- Sex
- Sexual orientation
- Religion or belief
- Race (including colour, nationality, ethnic or national origin)
- Disability
- Socio-economic status will also be considered to ensure equal access.

We 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.

Religion and belief

To avoid disproportionately impacting pupils of a certain religion, belief or culture, we 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.

We 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, we 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.

We 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, we will ensure this 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.

We will ensure that we work with a supplier that acts in accordance with the school's values and principles on equality and inclusion.

6. Complaints and challenges

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

We 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, we will work with the complainant to arrive at a mutually acceptable outcome.

Where the subject of a complaint relates to a pupil's protected characteristic, the governing board will carefully consider requests to vary this policy.

We will agree a procedure 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.

7. School uniform supplier

Game set and Match

Address: Unit 1, Beaver Trade Park, 4 Quarry Ln, Chichester PO19 8NY

Phone: 01243 538800

Procurement and Supplier Arrangements

- A written contract will be in place for branded items, retendered every five years in line with the Tendering and Procurement Policy.
- The governing board will demonstrate best value for money in uniform procurement.
- The headteacher will ensure items are sourced as cheaply as possible without compromising quality, e.g., using standard designs over intricate ones. Savings will be passed on to parents.
- Contracts will not be signed until visualisations and samples of proposed uniform are reviewed.

8. Finding and consulting suppliers

If we are considering changing suppliers and seeking a list of available suppliers, we will consider the following options:

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

If we prepare to request bids from potential suppliers, we will consider the following elements:

- What products parents will need
- Existing contractual commitments
- Length of tender process
- The school will consider the environmental impact and sustainability of the uniform and how they are sourced.

9. Template documents

Procurement Process

- The school will use the DfE's *Procuring Uniform Supplies* templates to ensure compliance, including:
 - **Invitation to Tender** – to ask questions of suppliers.
 - **Pricing Schedule** – for suppliers to submit prices.
 - **Request for Quotation** – as part of the process.
- Each template includes full instructions for correct use.

10. Uniform assistance

Where required, we will support disadvantaged families in meeting the costs of uniforms. School uniform assistance will be provided via a voucher. The budget for the school uniform assistance scheme will be derived from pupil premium funds.

The school will hold second-hand school uniforms in the school entrance for parents to access; information on accessing second-hand school uniforms will be made available on the school website.

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

11. Non-compliance

Before taking disciplinary action, we will consider any reasons for non-compliance that may be outside of the pupil's control.

A considerate approach will be used to resolve any situations where it is suspected that financial hardship may be the reason a pupil has not complied with this policy.

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

The school uniform is as follows:

Item	Optional or required	Branding	How to acquire	Cost
School jumper / cardigan / fleece	One Required	School logo	Game set and Match	From £12
White polo shirt	Required	No branding	Available from regular retailers	Various

Grey or black trousers / shorts or knee-length grey skirt / pinafore	Required	No branding	Available from second-hand from school office, and from regular retailers	Various
Sensible, plain black shoes	Required	No branding	Available from regular retailers	Various
Summer dress	Optional	School colours: Blue checked pattern	Available from school supplier and second-hand from school office	Various
School Bag	Required	Branding	Available from school supplier	£9.50
PE kit				
P.E. top	Required	School logo	Available from school supplier	From £6
Plain royal blue shorts	Required	No Branding	Available from school supplier, second hand from school office and regular retailers	Various
Blue Tracksuit	Optional	Branded top School colours	Available from school supplier, second hand from school office and regular retailers	Various

Pupils who are wearing skirts will also be required to wear grey tights.

We will not consider trainers or high heels as suitable school shoes.

Children must wear suitable trainers for P.E. lessons.

Wellingtons are required to enable children to access the school field for playtime.

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 (not a smart watch)

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 PE lessons.

Makeup

The school rules on makeup are as follow:

- No makeup should be worn by pupils
- Where temporary tattoos / nail varnish have been applied for social events, these should be removed prior to pupils returning to 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.

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.

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

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

12. Adverse weather

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

For hot temperatures, this includes:

- **a plain sunhat / cap when outdoors**
- **removing jumpers/ cardigans to remain cool**

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 name and year group.

Any lost clothing will be taken to the lost property box in the school entrance. All lost property will be retained for **one half term** and will be added to the second hand uniform of if it is not collected within this time.

14. Non-uniform days and personal items

When planning non-uniform days, we will consider:

- Any impact it may have on attendance.
- The expectations on appropriate clothing.
- The Behaviour Policy.
- The ability of pupils from low-income families to fully take part, e.g. where costumes or dressing up are involved.
- That participation should not be dependent on parents or pupils making a financial contribution.

15. 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 **January 2027**

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.