

# Saltaire Primary School



## School Uniform Policy

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## **School Uniform Policy**

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### **Contents**

- [1. Aims](#)
- [2. Our school's legal duties under the Equality Act 2010](#)
- [3. Limiting the cost of school uniform](#)
- [4. Expectations for school uniform](#)
- [5. Expectations for our school community](#)
- [6. Monitoring arrangements](#)
- [7. Links to other policies](#)

### **1. Aims**

This policy aims to:

- Set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
- Clarify our expectations for school uniform

### **2. Our school's legal duties under the Equality Act 2010**

The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender
- Make sure that our uniform costs the same for all pupils

- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Rob Whitehead, Headteacher, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

### **3. Limiting the cost of school uniform**

Our school has a duty to make sure that the uniform we require is affordable, in line with statutory [guidance](#) from the Department for Education on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have to have a school logo or a unique fabric/colour/design) cannot be purchased from a wide range of retailers and that requiring many such items limits parents' ability to 'shop around' for a low price.

We will make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents/carers

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics
- Limiting items with distinctive characteristics to low-cost or long-lasting items
- Considering cheaper alternatives to school-branded items, for example, children are not expected to wear school-branded items and have the option to wear non-branded items in the school colours - these can often be purchased from supermarkets and other retailers
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Keeping the number of optional branded items to a minimum
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents to acquire second-hand uniform items

- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

## 4. Expectations for school uniform

### 4.1 Our school's uniform

Our uniform requirements are as follows:

- Royal blue jumper, sweatshirt or cardigan
- White shirt or polo shirt
- Grey trousers, shorts or skirt/pinafore dress
- Blue gingham dress (usually worn in summer)
- Black shoes or trainers

Children can wear generic versions of all of the above - there is no requirement that items are branded. However all branded items can be purchased from our suppliers - see below.

Reception children can wear navy or black joggers or leggings instead of trousers or skirt/pinafore dress. Children in Reception are encouraged to wear black trainers rather than shoes during their first year at Saltaire Primary School.

### Physical education (children to come to school in PE kit on PE days)

- Royal blue t-shirt
- Blue, black or navy sweatshirt or hoodie
- Blue or black shorts or skirt
- Blue or black tracksuit bottoms if the weather is cool
- Black trainers (preferably Velcro in Key Stage 1)
- **Branded sportswear and football kits should not be worn**

Children can wear PE kit on the day of PE lessons and if they are attending a before or after school sports club – this should be school PE kit and not branded sportswear or football kits. Days of PE lessons can be found on termly year group newsletters.

### Additional, optional Saltaire Primary School logo options available from MyClothing:

Fleece

### Swimming Kit

Swimming lessons are provided on school grounds by Kanga Swim/SwimEd who set the expected dress code for swimming lessons.

Children should wear the following for swimming lessons:

- Swimming trunks or
- Swimming shorts (above the knee) or
- One-piece swimming costume
- Children may choose to wear rash vests and or leggings for modesty if they wish
- Goggles are encouraged to be worn but remain the responsibility of the individual wearer
- Long hair must be tied back or ideally a swimming hat worn
- Jewellery (except for an SOS talisman) is not permitted during school swimming lessons i.e. earrings, bracelets, necklaces, waterproof watches, rings etc

Children will also need to bring their own towel.

### **Jewellery**

Children may wear stud earrings - no other types of earrings are permitted.

Children may wear a watch. We discourage children from wearing smart watches to school.

Children may not wear any other jewellery.

### **Accessories**

Children may wear a headband and may use other accessories to fasten and secure hairstyles. However these should not be overly large or elaborate.

## **4.2 Where to purchase it**

School uniform is available from Whittakers Schoolwear (formerly Henry Smiths) in Shipley or from MyClothing online at: [www.myclothing.com](http://www.myclothing.com).

Second-hand uniform is sold regularly by FOSPS (Friends of Saltaire Primary School) at fundraising events. Shipley Uniform Bank also provides second-hand uniform which parents and carers can obtain.

## **5. Expectations for our school community**

### **5.1 Pupils**

Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

- On the school premises
- At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)

Pupils are also expected to contact Rob Whitehead, Headteacher, if they want to request an amendment to the uniform policy in relation to their protected characteristics.

### **5.2 Parents and carers**

Parents and carers are expected to make sure their child has the correct uniform and PE kit, and that every item is:

- Clean
- Clearly labelled with the child's name
- In good condition

Parents are also expected to contact Rob Whitehead, Headteacher, if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

Parents are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.

Disputes about the cost of the school uniform will be:

- Resolved locally
- Dealt with in accordance with our school's complaints policy

The school will work closely with parents to arrive at a mutually acceptable outcome.

### **5.3 Staff**

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by class teachers in the first instance and referred to a senior member of staff if the issue is not resolved.

In cases where it is suspected that financial hardship has resulted in a pupil not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

### **5.4 Governors**

The governing board will review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the school
- Takes into account the views of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The board will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money, for example by avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

## **6. Monitoring arrangements**

This policy will be reviewed annually by Rob Whitehead, Headteacher. At every review, it will be approved by the full governing board.

## **7. Links to other policies**

This policy is linked to our:

- Behaviour policy including anti-bullying policy
- Equality information and objectives statement
- Complaints policy
- SEND policy