MARTIN PRIMARY SCHOOL

School Uniform Policy

Reviewed and ratified by the Governing Body: Autumn 2026

Reviewed every year

Statement of intent

Martin 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, and is affordable and the best value for money for 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 such a way that sets an appropriate tone for 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.

Links to UN Convention on the Rights of the Child

This policy links to the following articles:

Article 2 (Non-discrimination)
The Convention applies to all children, whatever their race, religion or abilities; whatever they think or say, whatever type of family they come from. It doesn't matter where children live, what language they speak, what their parents do, whether they are boys or girls, what their culture is, whether they have a disability or whether they are rich or poor. No child should be treated unfairly on any basis.

1. Legal framework

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- Children's Wellbeing and Schools Act 2026

This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- 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
- Equality and Diversity Policy
- Tendering and Procurement Policy

2. Roles and responsibilities

The Governing Body 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 and inclusive, and does not disadvantage any pupil by virtue 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 accessible, affordable appropriate and practical for all pupils, taking account of the cost of individual compulsory items and the overall cost of the uniform, including PE kit and any clothing required for school activities
- ensuring that the number of compulsory branded items of school uniform and PE kit does not exceed the statutory limit and that all branded items are kept to a minimum
- giving high priority to the cost and value for money of the school uniform and being able to demonstrate how best value for money has been achieved when developing or reviewing the uniform policy and supply arrangements
- ensuring that arrangements are in place for current and prospective parents to acquire second-hand uniform in a timely and accessible way, and that information about these arrangements is published on the school website
- demonstrating how best value for money has been achieved in the uniform policy
- 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 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 Body
- providing pupils with an exemption letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting top.

Staff members are responsible for:

- ensuring that pupils dress in accordance with this policy at all times
- disciplining pupils who are in breach of this policy
- 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 a more relaxed uniform policy for a period of time, including where this relates to a protected characteristic, disability, medical need or other individual circumstance
- Informing the school where they are experiencing difficulty meeting 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 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 meet the DfE's recommendations on costs and value for money. Care is taken to ensure that the uniform is affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

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 ensure that no individual item is unnecessarily high cost and will take reasonable steps to minimise costs.
- 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. Information on second-hand uniforms will be published on the school's website – also see point 7 below.

<u>Principles in Practice</u>

In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform policy does 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 due to costs
- LAC and PLAC.

The school will evaluate the affordability of individual compulsory uniform items as well as 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 or where spare items are likely to be needed.

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 to school uniforms.

The school keeps variations in school uniform for different groups of pupils, e.g. year group-specific items or house colours, to a minimum where possible to ensure that pupils can get the most wear out of their uniform possible and that parents can pass some items down to younger siblings.
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 seek to secure the best value for money from its uniform supply arrangements. Any savings negotiated with suppliers will be passed on to parents.

Where changes to uniform specifications are necessary, the school will take reasonable steps to minimise the financial impact on parents, e.g. by allowing pupils to continue wearing existing uniform for a reasonable period where appropriate.

The above consideration to cost will also apply to the school's PE kit and clothing required for extracurricular activities. The school will avoid requiring additional uniform specifically for extracurricular activities or interschool competitions wherever possible. No pupil should feel unable to fully participate in PE, extracurricular activities or represent their class or the school because the required clothing is too expensive.

4. Branded items

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. Although branded uniform items are available for purchase from the uniform supplier, the school ensures that there is a non-branded option for every item of uniform, e.g. navy blue sweatshirt can be with or without the school logo. Parents are 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.

5. Equality principles

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously, and aims to ensure that the uniform policy is as inclusive as possible so that all pupils are supported to 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 relevant protected characteristics are:

- Sex
- Religion or belief
- Race (including colour, nationality, ethnic or national origin)
- Disability
- Gender reassignment

The school will ensure that parents and pupils are consulted over any significant changes to school uniform, and will consider how proposed requirements may affect different groups represented within the school, particularly pupils who share protected characteristics or who may require adaptations or reasonable adjustments.

Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the headteacher and Governing Body, and always in accordance with the school's Complaints Procedures Policy.

If a requirement will affect a group with certain characteristics more than others, the school will:
- carefully consider whether the requirement is the best way to achieve aims
- think about what mitigations could be put in place
- ensure that the requirement is justified and a proportionate means of achieving a legitimate aim to be lawful
- allow for flexibility to enable necessary exceptions.

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 section 3 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.

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:

- flexibilities, adaptations, adjustments or alternatives which 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. The school will make reasonable adjustments for disabled pupils where necessary to avoid unlawful discrimination.

The school will ensure that it works with a supplier that acts in accordance with the school's values and principles on equality and inclusion.

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

The school has an agreed procedure in place 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. The school expects this to be carried out in accordance with the school's published Behaviour Policy. The school aims to deal with pupil non-compliance in a proportionate and fair way. The school will consider the reasons for non-compliance before taking action, including whether it relates to financial hardship, a protected characteristic or circumstances outside the pupil's control. Pupils will not be prevented from participating in classroom teaching, breaktimes or extracurricular activities because their family is unable to afford the correct uniform.

7. School uniform supplier

Our current school uniform supplier is:

Uniform4Kids
1103-1107 Finchley Road
London NW11 0QB
0208 209 0999

The Governing Body will ensure that a written contract is in place with the supplier for branded items. The school will review the uniform contract at least every five years, whether changes to the

uniform are made or not. The Governing Body 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. Any savings negotiated with suppliers will be passed on to parents.

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

The school will consider the environmental impact and sustainability of the uniform and how uniform items are sourced, alongside cost and value for money. This will include considering the durability of garments and, where appropriate, how sustainably they are produced.

8. Uniform assistance

The school supports vulnerable families in meeting the costs of uniforms. The budget for the school uniform assistance scheme comes from pupil premium funds.

To claim school uniform assistance, parents should be eligible for FSM. Eligibility is determined by checking original documents from the relevant authority, detailing receipt of the benefit and the address of the pupil.

The school will consider individual circumstances where a family is experiencing difficulty meeting the cost of school uniform but does not meet the eligibility criteria for the school uniform assistance scheme, and will provide or signpost appropriate support where possible.

The school's parent association holds regular second-hand school uniforms and parents are invited to donate their child's uniform when they no longer need it. The dates of these events are communicated to all parents and carers via the school website, newsletters and class Whatsapp groups.

The school will consider how pupils will be supported where they do not have the correct uniform, including who will be the point of contact for families and pupils who need support with uniform. Parents will be invited to donate their child's uniform when they no longer need it.

9. School uniform

The school uniform is as follows:

Item	Optional or required	Branding	How to acquire	Cost per item from school supplier
Regular school uniform				
Navy blue sweatshirt, fleece or cardigan	Required	With or without school logo	Sweatshirt and fleece with logo available from school supplier. Without logo available from regular retailers	with logo £14.99 - £22.99
White or light blue polo shirt	Required	With or without school logo	With logo available from school supplier. Without logo available from regular retailers	with logo £9.99 - £12.99

Grey, black or navy trousers, joggers, skirt or pinafore	Required	No branding	Available from regular retailers	N/A
Blue gingham summer dress	Optional	No branding	Available from regular retailers	N/A
Sensible, plain black shoes/trainers	Required	No branding	Available from regular retailers	N/A
Black, navy or grey socks or tights	Required	No branding	Available from regular retailers	N/A
PE kit				
Light blue t-shirt with logo or without	Required	With or without school logo	Available from school supplier and regular retailers.	with logo £5.99
Plain black or navy shorts	Required	No branding	Available from regular retailers	N/A
Accessories				
School bag	Optional	School logo	Available from school supplier.	£14.99

Jewellery

Permitted jewellery that may be worn is:

- One pair of stud earrings – no other piercings are permitted.
- A smart and sensible wrist watch.

Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded.

School bag

Any bags brought to school must be of an appropriate size and be waterproof. School bags featuring inappropriate images, slogans or phrases are not permitted. Children are allowed to have a maximum of two small keyrings attached to their bags.

The school encourages pupils to bring non-valuable bags to school. The school will not be liable for lost or damaged school bags.

Hairstyles

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, 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 provide a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE, and children should not wear excessive hair accessories.

Plain navy or black headscarves may be worn.

Makeup

Pupils are not permitted to wear make-up to school.

10. Adverse weather

The school will take a sensible and flexible approach to uniform requirements during extreme or adverse weather, particularly where the UK Health Security Agency has issued a weather-health alert. Pupils will be permitted to make appropriate adaptations to their uniform to remain safe and comfortable.

During periods of very hot weather, the school may relax its usual uniform requirements, e.g. by allowing pupils to wear their PE kit or open-toed sandals

During periods of very cold weather, pupils will be permitted to wear appropriate additional clothing to remain warm, e.g. coats, hats, scarves, gloves and additional layers.

The school will ensure that its uniform requirements do not prevent pupils who walk or cycle to and from school from wearing clothing necessary for their safety, e.g. a coat that makes them more visible when travelling in dark conditions.

11. Labelling

All pupils' clothing and footwear must be clearly labelled with their name.

Any lost clothing is taken to the lost property box in the top school office. All lost property is retained for one week and is disposed of if it is not collected within this time.