School Uniform Policy

Approved: November 2025

To be reviewed: November 2026

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

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 (2021) 'School uniforms'

The school is committed to ensuring that its school uniform is affordable and accessible to all pupils, and does not place an unreasonable financial burden on parents. 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 consider 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.

Raddlebarn Primary and Nursery School will evaluate the cost of its uniform to parents including the 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 is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers. Most of the school uniform is non-branded and is readily available from many supermarkets.

The school will not amend uniform requirements regularly and will take the views of parents and pupils into account when considering any changes to school uniforms.

Raddlebarn Primary and Nursery School takes its legal obligation to avoid discriminating against any protected characteristic 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.

The school will work to ensure that school uniform's cost does not disproportionately affect any pupils by ensuring that uniforms for all genders are as equal in price as possible. The school will ensure that parents

and pupils are consulted over any changes to school uniform, and that views and advice is sought specifically from pupils, and parents of pupils, who:

• Are transgender, including non-binary pupils.

• Have SEND and/or sensory needs.

• Are of a religious or cultural background that has dress requirements.

The school implements a gender-neutral uniform, meaning that pupils are not 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.

The school ensures that pupils who are required to follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The school endeavours to meet all requests for amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual pupils are weighed against any health and safety concerns for the entire school community.

Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the senior leadership team, and always in accordance with the school's Complaints and Grievances procedure.

The school ensures that the needs of pupils with SEND and/or sensory difficulties are considered in the uniform policy, e.g. ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams; however, 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 is as follows:

<table>
<tr><th>Item</th><th>Colour</th><th>Additional Details</th></tr>
<tr><td>Skirt</td><td colspan="2">Grey or black</td></tr>
<tr><td>Trousers</td><td colspan="2">Grey or black</td></tr>
<tr><td>School Dress</td><td colspan="2">Blue and white gingham</td></tr>
<tr><td>Pinafore</td><td>Grey</td><td rowspan="4">School uniform can be purchased from both The Uniform Specialists and Kids Essentials in Northfield. Further information and links can be found in the parents' area of the school website</td></tr>
<tr><td>Polo Shirt</td><td>White</td></tr>
<tr><td>Sweatshirt</td><td>Navy</td></tr>
<tr><td>Cardigan</td><td>Navy</td></tr>
<tr><td>Tights/Socks</td><td colspan="2">Navy, grey, black or white</td></tr>
<tr><td>Leggings</td><td></td><td></td></tr>
<tr><td>Hijab</td><td>Navy, black, grey or white</td><td>Plain fabric only, not patterned or sequined</td></tr>
<tr><td>Shoes</td><td>Black school shoes or boots</td><td>No trainers</td></tr>
<tr><td>Hair</td><td>Plain accessories in school colours</td><td>Hair that is shoulder length must be tied back – no shaved patterns</td></tr>
<tr><td>Jewellery</td><td colspan="2">Small stud earrings only. Children must be able to remove these themselves and will be asked to do so during PE lessons</td></tr>
<tr><td>PE Uniform</td><td colspan="2">House team colour t-shirt (Phoenix = yellow, Dragons = red, Unicorn = blue, Griffin = green)
Joggers/shorts – navy/black (not branded)
Black pumps/trainers
School jumper (no hoodies)</td></tr>
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Please ensure that all items of clothing are clearly labelled with your child's name and class.

A donation area for pre-loved uniform can be found outside the office at the yellow donation station and we are always welcoming of your donations.