ORCHARD
Community Trust
Courage - Unity - Equity



School Uniform Policy

Last Reviewed: March 2026

Review Date: March 2027

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

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 sex, race, religion or belief, and gender reassignment.

To avoid discrimination, our school will:

- 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
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Mrs Sadler, the Headteacher, who can answer questions about the policy and respond to any requests

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.

Therefore, we do not expect that branded items are worn as part of our school uniform. However, a school jumper/cardigan is recommended and can be purchased from the school office at a competitive 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 items with distinctive characteristics to low-cost or long-lasting items, such as bookbags and jumper/cardigan that features the school logo.
- 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, so that the school's uniform can act as a social leveler
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions.
- 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

Expectations for school uniform

Our school's uniform

- All children are to wear white a shirt/polo shirt, grey or black trousers, grey or back skirt/pinafore dress, black, white or blue shoulder-length headscarves and black shoes. During the summer months, children can choose to wear; grey or black shorts, or a blue and white gingham summer dress.
- We recommend that a child wears a blue jumper/cardigan that features the school logo. However, a plain blue cardigan or jumper can also be worn.
- We recommend that a child has a book bag that has the school logo on it. These can be purchased from the school office.
- If a child has their ears pierced, they are to wear studded earrings (no hoops) for school and they must be removed at home for PE.
- Hair that is long enough to be tied up must be tied up for school.
- For PE, children are to wear a white t-shirt, black shorts, black jogging bottoms or black leggings that do not have a branded logo or pattern on them. The children are also required to wear their blue school jumper/cardigan on PE days.
- When attending swimming, all children are to wear a swimming cap. Boys are to wear fitted swimming trunks and girls wear a swimming costume with leggings if required.

Where to purchase it

Our aim is to ensure that we provide a uniform that is cost effective to all therefore;

- Uniforms can be easily purchased from a broad range of retailers for e.g Tesco, Sainsbury's, Matalan or Asda.
- Jumpers, cardigans and book bags that feature the school logo can be purchased from our school office.
- We do offer second hand uniform from our 'Pre Loved Stall', these are available from the school office.

Expectations for our school community

Pupils

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

- On the school premises
- Travelling to and from school
- 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 Mrs Sadler the Headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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 Mrs Sadler the 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.

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 Mrs Sadler the Headteacher.

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.

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 periodically.

Monitoring arrangements

This policy will be reviewed Mrs Sadler, the Headteacher. At every review, it will be approved by St Mark's Primary School Governing Board.

Approved and signed off by:

Signed……

D. Sadler

Headteacher

Signed: ……

J. Thompson

Co-Chair Local Governing Board

Signed: ……

L. Jones

Co-Chair Local Governing Board

Date: March 2026