Uniform Policy

Approved by:	**Full Governing Body**
Date:	**July 2026**
Next review due by:	**July 2029**

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 all 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, sexual orientation, 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
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair, although we reserve the right to ask that long hair be tied back
- Allow all pupils to style their hair in a way that is appropriate for school, and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons, or if they are experiencing discomfort
- 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 reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with the Head Teacher or SENDCO 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 (DfE) on the cost of school uniforms.

We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo attached or be in a unique fabric or style) cannot be

purchased from a wide range of retailers, and that requiring many such items limits parents/carers' ability to shop around for the best price.

We will therefore make sure our uniform:

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

We will do this by:

- Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of 1
- Carefully considering whether any items with distinctive characteristics are necessary, and limiting these items where possible
- Limiting compulsory branded items to low-cost and/or long-lasting
- Considering cheaper alternatives to compulsory branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- Avoiding specific requirements for items such as coats, bags and shoes/trainers that pupils could also wear on non-school days. See more information in section 4.1
- Avoiding different uniform requirements for different year groups
- Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama
- Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters
- Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
- Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective pupils, and publishing this information on our website
- Avoiding frequent changes to uniform specifications, and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy, and carefully considering any complaints about uniform in line with the school's complaints policy
- Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- Continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money

4. Expectations for school uniform

Compulsory branded items

The only item of uniform that must display the school logo is the school sweatshirt or cardigan.

Non-branded items

All other uniform items do not require the school logo and can be purchased from any supermarket or clothing retailer that stocks school uniform.

4.1 Our school's uniform

WINTER

Skirts/dress	Black knee-length skirt or dress – no logo required
Trousers	Traditional style tailored black trousers – no logo required. Jeans, leggings and tracksuit bottoms are not appropriate and should not be worn as school uniform.
Shirt	White polo shirt, no logo required
Sweatshirt items	Red sweatshirt or cardigan; the St Leonard's logo is compulsory on these
Socks	Plain black or white socks/black or red tights
Footwear	Plain black trainers

SUMMER

Children may choose to wear black knee-length shorts, or red and white gingham knee-length dresses. Shorts should be traditional tailored shorts and not PE/Legging style shorts. Everything else is the same as listed above for winter.

Red or black Hijabs and Patkas may be worn.

PE

Shorts/Trousers leggings	Plain black shorts or plain black tracksuit bottoms or plain black
Hoodies	Plain black hoodie or sweatshirt
T-shirt	Plain white T-shirt
Footwear	Indoor PE – bare feet
Outdoor PE	Trainers

BOOK BAGS

Every child receives a book bag with the school logo when they start at St Leonard's CofE Primary School.

If this bag wears out or is lost, parents and carers are not required to purchase a replacement with the school logo. Any suitable bag of your choice is acceptable.

JEWELLERY

The only jewellery permitted in school is a single pair of small sleeper studs for pierced ears, and a small wristwatch; the wristwatch cannot be one that takes photos, videos or recordings or allows pupils access to apps on a mobile device such as music players or messages. Discrete jewellery for religious purposes may be worn. It is school and Local Authority policy that all jewellery must be removed during PE lessons for safety reasons.

HAIR DESIGNS

Children are not permitted to have their hair coloured, cut with designs shaved in or spiked up in a Mohican. Children must tie long hair back for PE lessons for safety reasons. Hair accessories must be the school colours (black, red, white) and discreet.

MAKE UP, NAIL VARNISH AND TEMPORARY TATTOOS

No make-up, nail varnish or temporary tattoos are permitted unless necessary for a concert, play or after school event. If present, then we will contact the parent/carer to ask for it to be removed.

4.2 Where to purchase it

Cross Embroidery, Units 5-6 Lower Cherwell Street, OX16 5AY, Banbury 01295 270555 sales@crossembroidery.com

Zeno -Unit 1, 26 Mallard Drive, Woodford Halse, Daventry, NN11 3EJ 01327260031. Email hello@zenoclothing.co.uk online ordering https://www.zenosportswear.co.uk/store?productlist-categories=st-leonards-school-banbury

All other items can be purchased from a wide range of shops, including supermarkets and popular high street chains.

The school HSLW (Home School Link Worker) runs a uniform shop. This has a combination of good condition secondhand uniform as well as new uniform. There is no charge for any uniform items from our uniform shop.

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
- 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 the Head Teacher or SENDCO 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/carers are also expected to contact the Head Teacher or SENDCO if they wish to request an amendment to the uniform policy in relation to:

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

Parents/carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner in accordance with the school's complaints policy.

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/carers 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 the Head Teacher.

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 and the pupil will not miss classroom teaching because of a sanction. This is in line with the statutory guidance.

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/carers, 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 every 3 years by the Full Governing Body.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy