

Uniform Policy

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Change History

Version	Date	Description
	December 2025	Updated to reflect 2025 DfE guidance "Developing School Uniform Policy" and "Cost of School Uniforms"

Linked Policies	
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Signatures:

Headteacher:



FRANCES BUCK

Chair of Governors:



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Uniform Policy

1. Aims of the policy

1.1 Purpose and Rationale

The purpose of the Inkpen Primary School uniform policy is to promote a strong sense of school identity, pride, and belonging among all pupils. The policy aims to foster equality, support positive behaviour, and ensure that all pupils are able to participate fully in school life without disadvantage. A well-considered uniform policy helps to create a calm, focused learning environment, reduces peer pressure related to clothing, and ensures that pupils are dressed appropriately for learning and safety.

The uniform policy is designed to be inclusive, affordable, and sensitive to the diverse needs of our school community. It reflects our commitment to high standards, mutual respect, and the values of Inkpen Primary School.

1.2 Scope

This policy applies to all pupils attending Inkpen Primary School, their parents and carers, all staff involved in the implementation and monitoring of the policy, and the governing body or academy trust responsible for oversight. The policy also provides guidance for visitors and contractors where relevant, particularly in relation to safeguarding and maintaining the ethos of the school.

1.3 Policy Principles

The uniform policy at Inkpen is underpinned by the following principles:

- **Affordability:** Uniform requirements are kept as cost-effective as possible, minimising branded and specialist items and providing access to second-hand options.
- **Inclusivity:** The policy is designed to ensure that all pupils, regardless of background, gender, religion, disability, or other protected characteristics, can comply with uniform expectations.
- **Non-Discrimination:** Uniform requirements are applied fairly and consistently, with reasonable adjustments made where necessary.
- **High Expectations:** Pupils are expected to wear the correct uniform smartly and with pride, reflecting the values and standards of Inkpen Primary School.
- **Consultation and Engagement:** The policy is developed and reviewed in consultation with parents, carers, pupils, staff, and governors to ensure it meets the needs of the school community.

2. Legislative and Statutory Framework

2.1 Legislative Context

The Inkpen uniform policy is developed in accordance with the following legislation and statutory guidance:

- **Education Act 2002 (Section 88):** Requires governing bodies of maintained schools to ensure that policies promote good behaviour and discipline, which may include uniform requirements.
- **Equality Act 2010:** Prohibits discrimination on the basis of protected characteristics, including gender, religion or belief, disability, race, and sexual orientation. Uniform policies must not directly or indirectly discriminate against pupils.
- **DfE Statutory Guidance: “Cost of School Uniforms” (November 2021):** Requires schools to ensure that uniform policies are affordable, limit branded items, provide access to second-hand uniforms, and consult with parents and pupils.
- **Ofsted Education Inspection Framework:** While Ofsted does not prescribe uniform requirements, inspectors consider whether policies are fair, inclusive, and supportive of positive behaviour and school culture.

2.2 Statutory Requirements Incorporated

In line with statutory duties, Inkpen Primary School ensures that:

- The uniform policy is non-discriminatory and makes reasonable adjustments for pupils with protected characteristics, including those with special educational needs and disabilities (SEND).
- Parents, carers, and pupils are consulted in the development and review of the policy, and their views are considered.
- The policy is published on the school website and made accessible to all stakeholders.
- The cost of uniform is kept under regular review, with steps taken to ensure affordability and access to second-hand options.
- Records of consultation, decision-making, and reviews are maintained in accordance with data protection requirements.

3 Uniform Requirements

3.1 Standard Uniform Expectations

All pupils at Inkpen Primary School are expected to wear the correct uniform each day, unless otherwise specified (e.g. non-uniform days or special events). The standard uniform consists of the following core items:

- Red v-neck jumper or cardigan with Inkpen Primary School logo or plain
- White shirt or blouse
- Red school tie
- Grey or black trousers, skirt, pinafore or tailored shorts
- Sensible black shoes (**not trainers, boots or open-toed footwear**)

3.2 PE kit expectations

- Red t-shirt with the Inkpen Primary School logo or plain
- Black shorts or tracksuit bottoms
- Plain trainers suitable for running around
- Red sweatshirt or hoodie with Inkpen Primary School logo or plain

Permitted variations include:

- Seasonal adjustments, such as wearing a school-approved summer dress or shorts during warmer months.

- Gender-neutral options, allowing all pupils to choose from the full range of approved items.
- Additional layers, such as plain coats, hats, or scarves, for outdoor wear (to be removed indoors).

Pupils are expected to wear their uniform smartly, with shirts tucked in and ties (if required) properly fastened.

3.3 Branded and Specialist Items

In accordance with DfE guidance, Inkpen Primary School limits branded items to those that are essential for promoting school identity. The number of items requiring a school logo or specific branding is limited to three items. Please note that these items are optional. Where branded items are required, the school ensures that affordable options are available.

Specialist PE kit for external sporting events is provided by the school and at no additional cost to parents.

3.4 Additional requirements and restrictions

- Long hair (shoulder length or longer) must be tied back.
- Earrings (studs only) are permitted but these MUST be removed for PE, Forest school and swimming.
- Watches may be worn but children will be asked to remove them if they become a distraction from learning.
- No other jewellery is permitted.

3.5 Second-Hand Uniform Provision

Inkpen Primary School is committed to promoting the use of second-hand uniform to support affordability and sustainability. The school is delighted to have the support of the PSA who are operating a second-hand uniform sale. Please speak to a member of the PSA, or see posters, for more information.

Parents and carers are informed about the second-hand uniform scheme through newsletters, poster, class Dojo and the school website. Details of how to donate or access second-hand uniform can be obtained by speaking to the PSA.

3.6 Supplier Arrangements and Value for Money

Where possible, the school ensures that uniform items can be purchased from multiple suppliers, including high street retailers and supermarkets, to maximise choice and value for families. Branded items can be purchased from "Skoolkit" in the following ways:

- *online* - www.skoolkit.co.uk
- *in store* - Skoolkit, 40 East Street, Parkway Shopping, Newbury. RG14 1AY.
- *by phone* - 01635 226703.

Information about special offers and discounts will be shared with parents, when available, to ensure value for money.

4. Equality, Diversity, and Inclusion

4.1 Non-Discrimination and Reasonable Adjustments

Inkpen Primary School is committed to ensuring that the uniform policy does not discriminate against any pupil on the grounds of gender, religion or belief, disability, race, sexual orientation, or other protected characteristics as defined by the Equality Act 2010.

The school makes reasonable adjustments to uniform requirements for pupils with SEND, medical needs, or other specific circumstances. Parents and carers may request adjustments by speaking with the Headteacher. Requests are considered sensitively and, on a case,-by-case basis, with the aim of supporting inclusion and participation.

Examples of reasonable adjustments include:

- Allowing alternative footwear for pupils with medical conditions.
- Permitting adaptations to uniform for sensory sensitivities.
- Adjusting PE kit requirements for pupils with physical disabilities.

The school ensures that staff are trained to understand and implement reasonable adjustments in line with statutory guidance.

4.2 Cultural and Religious Considerations

The uniform policy respects the cultural and religious beliefs of pupils and their families. The school accommodates requests for adaptations to uniform, such as:

- Wearing head coverings (e.g., hijabs, turbans, kippahs) in school colours or plain styles.
- Adapting uniform to ensure modesty, such as long sleeves or trousers/skirts of appropriate length.
- Permitting religious symbols or jewellery, provided they are worn discreetly and do not pose a health and safety risk.

Parents and carers wishing to request cultural or religious adaptations should speak to the Headteacher. The school works in partnership with families to ensure that all pupils feel comfortable, respected, and able to participate fully in school life.

5.0 Affordability and Accessibility

5.1 Cost Considerations

The school recognises that the cost of uniform can be a significant concern for families, particularly in the context of rising living costs. To ensure that uniform is affordable for all, Inkpen Primary School:

- Limits the number of branded or specialist items to essentials only.
- Specifies generic items wherever possible, allowing families to purchase from a range of retailers.
- Provides clear information about second-hand uniform options including the "pre-loved uniform sale" run by the PSA.
- Regularly reviews the overall cost of uniform and seeks feedback from parents and carers.
- Monitors the impact of uniform costs on participation and attendance, taking action to address any identified barriers.

The school is mindful of the DfE's statutory guidance on the cost of school uniforms and is committed to ongoing review and improvement in this area.

5.2 Support for Families

Inkpen Primary School is committed to supporting families who may experience financial hardship. Support measures include:

- Providing information about local or national grants and hardship funds that can assist with the cost of uniform.
- Operating a discreet and non-stigmatising process for families to request support with uniform costs.
- Ensuring that pupils who are eligible for pupil premium or free school meals are prioritised for additional support where appropriate.
- Facilitating access to second-hand uniform and, where possible, providing emergency uniform items on a temporary basis.

Parents and carers who require support are encouraged to contact the Headteacher in confidence. The school will work sensitively with families to ensure that all pupils have access to the required uniform and are able to participate fully in school life.

6 Implementation and Compliance

6.1 Communication of Policy

The uniform policy and detailed uniform requirements are communicated clearly and regularly to all parents, carers, and pupils. Communication channels include:

- The school website, where the policy and uniform list are published in an accessible format.
- Induction materials for new pupils and families.
- Regular newsletters and reminders, particularly at key transition points
- Staff briefings to ensure consistent understanding and application of the policy.

The school ensures that all communications are clear, jargon-free, and available in alternative formats as required.

6.2 Monitoring and Enforcement

Compliance with the uniform policy is monitored by all staff, with the support of the Headteacher. The school adopts a proportionate and supportive approach to addressing non-compliance, recognising that there may be genuine reasons why a pupil is not in full uniform.

Where a pupil is not wearing the correct uniform, staff will:

- Speak to the pupil discreetly to understand the reason and offer support where needed.
- Contact parents or carers to discuss any ongoing issues and explore solutions.
- Provide temporary uniform items where available.
- Make reasonable adjustments for pupils with SEND, medical needs, or other specific circumstances.

Sanctions for non-compliance are used only as a last resort and are proportionate to the circumstances. The school does not exclude pupils from learning or school activities solely for uniform breaches, in line with DfE guidance. Persistent or deliberate non-compliance, without consulting the Headteacher, may be addressed through the school's behaviour policy, with a focus on support and engagement.

6.3 Complaints and Appeals

Inkpen Primary School is committed to resolving uniform-related concerns promptly and fairly. Parents, carers, or pupils who wish to raise a concern or appeal a decision related to uniform should:

- Speak to the class teacher in the first instance
- Escalate to the Headteacher if this matter is not resolved
- Follow the complaints procedure on the school website

All complaints are handled sensitively and in accordance with the school's commitment to equality, inclusion, and respect.

7 Roles and Responsibilities

7.1 Governing Body

The governing body is responsible for:

- Approving and regularly reviewing the uniform policy.
- Ensuring that the policy complies with statutory requirements and reflects the needs of the school community.
- Overseeing consultation processes and considering feedback from stakeholders.
- Monitoring the impact of the policy on equality, inclusion, and affordability.

7.2 Headteacher

The headteacher is responsible for:

- Implementing the uniform policy on a day-to-day basis.
- Communicating uniform requirements clearly to all stakeholders.
- Monitoring compliance and addressing any issues in a supportive manner.
- Ensuring that reasonable adjustments are made as required.
- Liaising with suppliers and reviewing arrangements to ensure best value.

7.3 Staff

All staff are expected to:

- Model high standards of dress and appearance in line with the school's ethos.
- Support pupils in understanding and complying with uniform requirements.
- Address uniform issues sensitively and consistently.
- Refer concerns or requests for adjustments to the Headteacher.

7.4 Parents/Carers and Pupils

Parents and carers are expected to:

- Ensure that their child attends school in the correct uniform, as specified in this policy.
- Communicate with the school if they experience difficulties in obtaining uniform or require support.
- Engage constructively with consultation and feedback processes.

Pupils are expected to:

- Wear the correct uniform smartly and with pride.
- Take responsibility for their appearance and personal belongings.
- Seek support from staff if they have concerns or require adjustments.

8 Policy Review

8.2 Continuous Improvement

Inkpen Primary School is committed to the continuous improvement of the uniform policy. Mechanisms for ongoing feedback include:

- Opportunities for staff to raise issues or suggest changes.
- Opportunities for parents and pupils to share their views.
- Monitoring of complaints and requests for adjustments.
- Review of national guidance and best practice.

The school welcomes feedback at any time and will consider all suggestions as part of the annual review process.