

# Duke of Norfolk CE Primary

## School Uniform Policy



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| <b>Approved by:</b>        | Governing Body | <b>Date:</b> March 2026 |
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## Contents

|  |   |
|--|---|
| 1. Aims .....  | 3 |
| 2. Our school's legal duties under the Equality Act 2010 ..... | 3 |
| 3. Limiting the cost of school uniform .....                   | 3 |
| 4. Expectations for school uniform .....                       | 4 |
| 5. Expectations for our school community .....                 | 6 |
| 6. Monitoring arrangements .....                               | 7 |
| 7. Links to other policies .....                               | 7 |

## 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 members of the Senior Leadership Team, Mrs. Barker (Headteacher), Mrs. Hadfield (SENDco and Assistant Headteacher) or Miss Harvey (Assistant Headteacher), all of whom 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:

- Limiting compulsory branded items of uniform and PE kit to a maximum of:

- 3 or fewer items with a logo. We are asking parents/carers and families to include the logo so that the children look smart and have a strong sense of identity/belonging. This is a preference and is not mandatory.
- Carefully considering whether any items with distinctive characteristics are necessary, at Dukes we have limited items which feature the school logo to school cardigans or jumpers, PE t-shirts.
- Limiting compulsory branded items to low-cost and/or long-lasting items such as school jumpers, school cardigans and PE T-shirts.
- Considering cheaper alternatives to school-branded items such as logos that can be ironed on as long as this does not compromise quality or 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/class/house 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, badges, labels or bands
- 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**

### **4.1 Our school's uniform**

Sweatshirt, jumper or cardigan – either royal blue with school logo or plain royal blue (hoodies and fleeces for outdoor use only, with exception to Year 6 Leavers' hoodies in the summer term)

- Trousers/skirt/tailored shorts or pinafore – grey (no leggings or cycling shorts)
- Polo shirt – either white with school logo or plain white
- Shoes – sensible and smart flat black school shoes or plain black trainers (no sandals)
- Summer dress – blue and white stripes or gingham
- Grey or white socks or grey tights

### **Expectations for PE and swimming kit**

- Plain royal blue T-shirt with or without school logo
- Plain black shorts
- Black pumps/trainers
- Black tracksuit bottoms and either an old school sweatshirt or a black sweatshirt for the cold weather
- UKS2 Swimming: towel, one piece swimsuit, including burkinis, trunks/lined shorts which must be above the knee. More details will be included in the swimming letter.

### **Expectations for jewellery and hairstyles**

- For health and safety reasons, children should not wear jewellery at school, although a watch is allowed.
- If your child has pierced ears, then ONLY studs should be worn - no hoops are allowed. Health and Safety regulations demand that earrings are removed for swimming and PE/dance lessons, and your child should remove them personally or have them covered with tape.
- It is preferable for long hair to be tied back
- No excessive hair bows or accessories
- Hair must be natural in colour

### **Expectations for shoes, bags and coats**

- Shoes - sensible and smart flat black school shoes or trainers (no sandals). Footwear should be plain black with no markings or logos and must be sturdy enough for being active outdoors. They should be suitable for high impact PE activities, playtimes and being outside in all weathers – black, closed toe, cushioned shoes or trainers with a grip are recommended and, in Early Years and Key Stage 1 classes, all footwear should have Velcro fasteners.
- Reception children will be given a book bag which they can use all the way through school. Children in year 3 have the option to continue using the book bag or to purchase a bag. Bags need to be relatively small as storage spaces are tight and we need to adhere to fire regulations in a limited space. School logo book bags and PE bags (available from uniform provider below) or generic royal blue book bag and pump back.
- An appropriate coat so that the pupils can play outside, including in light rain. No specific colour

Our school has a commitment to value pupils' religious freedoms, gender expression, disability equality and cultural diversity, so will consider flexibility to this uniform code on a case-by-case basis, but may need to deny some requests on the grounds of health and safety.

## **4.2 Where to purchase or acquire it**

All of our non-school logo uniform items are widely available from most high-street retailers

- Items with a school logo can be ordered in store or online from Bulldog Fashions who are situated on Surrey Street in Glossop. Their opening hours are Monday to Friday 9am until 5pm and Saturday 10am until 4pm.
- Uniform can also be acquired for free from Hummingbirds which is a charity based in Glossop
- Our Parent Teacher Association (PTA) may arrange a second-hand uniform sale at regular intervals throughout the year
- School will publicise details of local uniform exchange schemes, for example through our local education authority

## 5. Expectations for our school community

### 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 a member of the school Senior Leadership Team, Mrs. Barker (Headteacher), Mrs. Hadfield (SENDco and Assistant Headteacher) or Miss Harvey (Assistant Headteacher), 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 a member of the school Senior Leadership Team, Mrs. Barker (Headteacher), Mrs. Hadfield (SENDco and Assistant Headteacher) or Miss Harvey (Assistant 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/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 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 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 two years by members of the Senior Leadership Team. At every review, it will be approved by the full governing board.

## **7. Links to other policies**

This policy is linked to our:

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