

Newberries Primary School



School Uniform Policy

Play Together, Learn Together, Achieve Together, Grow Together

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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 Key Stage Leaders or Deputy Headteachers, 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 that our uniform is available at a reasonable cost and provide 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:
 - 3 or fewer branded/logo items
- Carefully considering whether any items with distinctive characteristics are necessary, and limiting these items where possible for example, by only asking a jumper/cardigan, features the school logo
- Limiting compulsory branded items to low-cost and/or long-lasting items, such as ties
- 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 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

4.1 Our school's uniform

	Key Stage 1 Reception, Years 1 & Year 2	Key Stage 2 Years 3 - 6
Uniform - Winter	Grey trousers, shorts, skirts or pinafore dress	Grey trousers, shorts, skirts or pinafore dress
	White Polo shirt (logo)	Plain white shirt School tie
	Red Jumper or cardigan (logo)	Red Jumper or cardigan (logo)
Uniform - Summer	White Polo Shirt (logo) Red and white gingham dress	Plain white Shirt (no tie) Red and white gingham dress
PE Kit	Plain black shorts or jogging bottoms	Plain black shorts or jogging bottoms
	Red lightweight PE T-Shirt (logo) Grey PE Hoodie (optional)	Red lightweight PE T-Shirt (logo) Grey PE Hoodie (optional)
	Black trainers	Black trainers

We would encourage the following logo-ed items

- Red jumper / cardigan
- White Polo shirt (Key Stage 1 only)
- School Tie (Key Stage 2 only)
- Red PE T-shirt

Please note that grey PE hoodies are optional.

Coats & Shoes

Please ensure that your child has a coat/waterproof jacket for school. This does not need to be a specific colour.

Please ensure that your child has shoes that are appropriate to wear in class and at playtimes. These should be black to ensure the children look smart.

Socks and Tights

Socks or tights should be in keeping with our uniform (either grey or white socks / grey, white or red tights).

Jewellery

Due to health and safety, jewellery should not be worn, with the exception of small studded earrings. Nail varnish and make-up should be removed for school.

Hairstyles

We expect all children to have sensible and appropriate hairstyles for school. We discourage extreme fashions such as shaved patterns or overtly styled hair. Hair, if it is long enough, should be tied back for health and safety reasons. Only small, school appropriate hair bands / head bands in a school colour should be worn.

4.2 Where to purchase or acquire it

- Our branded school uniform is available through the uniform supplier **Mapac**. The School Office holds a sample of uniform for the purpose of checking sizes, as uniform is non-returnable once ordered.
- Uniform can also be ordered over the telephone on 01923 255525 or online <https://www.mapac.com/education/parents/uniform/newberriesprimaryWD7>
- Many items of uniform can be purchased from high-street retailers (e.g. trousers/shorts, skirts, summer dresses, PE shorts)
- We also have 'nearly new' uniform available from Friends at Newberries. Please contact the School Office on 01923 857180 or admin@newberries.herts.sch.uk if you would like more details of this.

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)

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

In addition, parents and carers are expected to ensure that nail varnish, make-up, glitter tattoos and accessories, such as jewellery are not worn (unless worn for religious observance).

Parents/carers are also expected to contact Key Stage Leaders or Deputy Headteachers 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 the 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 in line with the school's Behaviour Policy.

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. Links to other policies

This policy is linked to our:

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