



FLASH LEY COMMUNITY PRIMARY SCHOOL AND NURSERY

UNIFORM POLICY

Approved by: Chair of Governors

Date: October 2025

To be reviewed: May 2027

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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 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, 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 or that most reflects their self-identified gender
- 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 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 related to their sex, gender or gender reassignment
- 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 to get in touch with the Headteacher, 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 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.

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 any items with distinctive characteristics where possible.
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- Considering cheaper alternatives to school-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 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 leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- 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

4. Expectations for school uniform

4.1 Our school's uniform

- See Appendix 1

4.2 Where to purchase it

- Specific retailer – Crested School Wear, Stafford
- Second-hand uniform:
 - The School runs a table top sale each term for second hand uniform
 - St Peter's Church, Rickerscote Road also offer second hand uniform

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 the 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 are also expected to contact 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.

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.

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.

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 and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

APPENDIX 1:

School Uniform:

White blouse or White Polo Shirt Grey skirt (knee length)/Grey trousers/Skort Blue school V-necked sweatshirt/cardigan School tie (optional) Sensible black school shoes <u>(STRICTLY NO TRAINERS OR HIGH HEELS)</u>	White shirt or White polo shirt Grey trousers/shorts Blue school V-necked sweatshirt School tie (optional) Sensible black school shoes <u>(STRICTLY NO TRAINERS)</u>
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For reasons of safety no jewellery should be worn in school at any time. The only exception to this is that stud earrings may be worn in school so long as children can remove them for P.E./Games and swimming lessons. Hairstyles must be of a 'conservative' nature i.e. no Mohican cuts and boy's hair should be at shortest grade 2. No make-up should be worn. We do not expect children to wear nail varnish. Trainers should only be worn for games lessons, pupils will not be allowed to wear them at break times.

All items should be clearly marked with your child's name.

P.E. Kit (all pupils):-

No jewellery should be worn in P.E. If parents are considering having their children's ears pierced, we request that this is done at the beginning of the 6 week summer break. This would give the holes time to heal and, therefore, the pupils could themselves remove and replace ear studs easily by the time we start back to school in September.

We expect for P.E. Lessons: - (to be worn on the day)

House coloured T-shirt Black shorts / joggers (not leggings) Blue Flash Ley Hoodie Trainers / pumps	House coloured T-shirt Black shorts / joggers Blue Flash Ley Hoodie Trainers / pumps
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Children may wish to wear their usual school jumper/cardigan if they do not have a school hoodie.

Swimming Lessons

Pupils require a towel, swimming trunks (not shorts); a swimsuit (not a bikini). No jewellery what so ever should be worn in a swimming lesson, including earrings.

We greatly appreciate the efforts of parents in helping us set and maintain standards. However, if your child comes to school in trainers, you will be asked to bring in suitable footwear. If any parents have any problems with this policy please do not hesitate to contact the school office.

Uniform Stockist: Crested Schoolwear, Nos, 35-36 Gaolgate St, Stafford ST16 2NT.

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