



ELMS FARM PRIMARY SCHOOL UNIFORM POLICY

THIS DOCUMENT IS a statement of the aims, principles and procedures for school uniform for Elms Farm Primary School.

IT WAS DEVELOPED in 2020/21 through a process of consultation with governors.

IT WAS APPROVED by the governing body in February 2025.

REVIEW: every two years.

Our School Values



Ambition: We are ambitious for every child to achieve their best and be ambitious about their learning and their future.

Community: We value everyone in our community and learn how to look after each other and our environment. We respect each other and work together.

Equality: We value each other, our beliefs and differences are celebrated. Everyone is treated equally and fairly.

We are a Rights Respecting School



This policy links to the UN Convention for the right of the child:



STATEMENT OF INTENT

Our policy has been created with health and safety, value for money, and practicality at its heart. It has been designed to ensure pupils wear clothing conducive to a successful learning environment. It is important that our pupils feel a sense of belonging and community through a smart and practical uniform.

We believe a uniform allows all pupils, regardless of background, to feel equal to their peers and confident in their appearance. We also believe it is important for activities to be facilitated by specialised and appropriate clothing such as sports specific attire.

Elms Farm Primary School is committed to ensuring equality and value for money, and that no pupil is discriminated against due to their religion or belief, economic circumstances or social and cultural background – this policy contains provisions to meet these objectives.



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1. Legislative framework

This policy has due regard to statutory legislation and national guidance, including, but not limited to the following:

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- [Updated] DfE (2024) 'School uniforms: guidance for schools'
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'

2. Cost and availability

- 2.1. Under the School Admissions Code 2014, the school must ensure that “policies around school uniform or school trips do not discourage parents from applying for a place for their child”.
- 2.2. Elms Farm Primary School is committed to fulfilling the DfE’s recommendations on costs and value for money. Every care has been taken to ensure that our uniforms are affordable for all current and potential pupils, and that the best value for money is secured through reputable suppliers.
- 2.3. Elms Farm Primary School works with multiple suppliers to obtain the best value for money. Any savings negotiated are passed to parents where possible.
- 2.4. The school does not enter into exclusive single supplier contracts or cash-back arrangements.
- 2.5. The school does not amend uniform requirements regularly and takes into account the views of parents and pupils when considering changes to school uniforms.
- 2.6. Where wholesale changes are required, the school ensures that assistance is provided to parents struggling to meet the associated costs.

3. Religious clothing

- 3.1.1 Some religions and beliefs require their members to conform to a specific dress code. Elms Farm Primary School does not discriminate against any religion or belief; however, the school must weigh the needs and rights of individual pupils against the cohesion and health and safety concerns of the entire school community. The school endeavours to allow most religious requirements to be met.



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3.1.2 Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

4. Equality

- 4.1 The school is required to ensure that the Uniform Policy does not discriminate unlawfully.
- 4.2 Every step has been taken by Elms Farm Primary School to ensure that the cost of uniforms are not disproportionate.
- 4.3 Pupils identifying as a member of the opposite sex are able to adapt uniform regulations in line with the school's Equality Policy.

5. Complaints and challenges

- 5.1. The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.
When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome.
- 5.2 Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

6. Non-compliance

- 6.1. Teachers are permitted to discipline pupils for breaching the Uniform Policy, in accordance with the school's Behaviour Policy.
- 6.2. Parents are notified in all cases.

7. Uniform

Our Uniform consists of:

- A navy blue school sweatshirt/ cardigan (school logos are optional)
- A white school polo shirt, shirt or blouse
- Grey trousers or skirt (Jogging bottoms, sports trousers, or jeans are not permitted)
- Plain black shoes or plain black trainers with no logos.
- Grey, black or white socks or tights
- In the summer blue checked dresses can be worn if desired (white socks with dresses please)
- Plain black or grey headscarf (if you want your child to wear one)
- A waterproof coat.



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PE uniform consists of:

- Black shorts and a plain white T-shirt for indoor PE. T-shirts with sports logos are not permitted.
- Black or navy blue jogging bottoms, white T-shirt and black or navy blue sports jacket/ hoodie /sweatshirt for outdoor PE.
- Black or white trainers (outdoor PE) and plimsolls (indoor PE)

Footwear

- Black shoes should be worn. Pupils are not permitted to wear boots. If a pupil needs to wear wellington boots or warm boots to travel to school in comfort, they must have their normal school shoes with them to change into.
- Block heels of no more than 3cm may be worn.

Jewellery

- One pair of stud earrings – no other piercings are acceptable. Hoops are not permitted.
- Pupils are not permitted to wear any other jewellery other than a watch in the school grounds, due to health and safety risks.
- ‘Smart watches’ that connect to mobile phone networks are not permitted.

Hairstyles

- Elms Farm Primary School reserves the right to make a judgement on the suitability or unsuitability of pupils’ hair and appearance.
- Extreme hairstyles, such as mohawks and patterned or brightly coloured hair, are unacceptable.
- Pupils with extreme hairstyles, such as cornrows, may be exempt from the rule above on racial or religious grounds, taking into consideration each individual person’s scenario.
- Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk. It should be tied up for the school day.
- Bandana style headbands and flowers/bows or excessive hair accessories are not to be worn; however, plain hair clips or bands are acceptable.

Make-up

- Elms Farm Primary School does not consider make-up appropriate and pupils are not permitted to wear any such products; however, there may be exceptions in extreme circumstances, at the headteacher’s discretion (i.e. a pupil may be permitted to cover heavy scarring/skin damage).

Hot weather

Everyone working at/attending the school during daylight hours will be required to wear sun-safe clothing which covers as much of their skin as possible. This includes wearing:



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- Loose fitting shirts and dresses with sleeves and collars or covered necklines.
- Longer style skirts, shorts or trousers.
- Tops that cover the shoulder area.
- During hot weather, lightweight clothing will be required in order to reduce the risk of overheating. Pupils will be advised not to wear their jumpers during heatwaves.
- Children not wearing sun-safe clothing will be required to play in an area protected from the sun, or spare clothing will be provided.
- Vest tops, or strappy tops are not permitted.

Labelling

All clothing and footwear should be clearly labelled with the pupil's name.

Policy review

This policy is reviewed every two years by the chair of governors and the headteacher.

Signed

Chair of the Governing Board

Date:

Review Date: