



School Uniform Policy

St Francis CofE Primary School

Approved by:	STF LGB	Date: Summer Term 2026
Last reviewed on:	Summer Term 2026	
Next review due by:	Summer Term 2027	

This policy supersedes all previous School Uniform policies.

Version 0.2 - Reviewed Summer Term 2025

Written By	Committee Responsible	Regularity of review
Deputy Headteacher	Pupils Committee	Annual

Version	Date Proposed	Date Accepted / Reason
Version 0.1	Autumn Term 2024	New Policy
Version 0.2	Summer Term 2026	Scheduled review - no content changes

School uniform plays a valuable role in contributing to the ethos of our school. The wearing of uniform instils pride, supports positive behaviour, ensures that pupils of all races and backgrounds are welcome and included, and supports effective teaching and learning.

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 sex, race, religion or belief, 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 the way that is appropriate for school yet makes them feel most comfortable
- ☐ Allow pupils to request changes to swimwear for religious reasons
- ☐ Allow pupils to wear headscarves and other religious or cultural symbols
- ☐ Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the Head Teacher, who can answer questions about the policy and respond to any requests

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 - for example, by only asking that the school jumper features the school logo
- ☐ Limiting items with distinctive characteristics to low-cost or long-lasting items
- ☐ 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
- ☐ Providing regular opportunities for parents to access our stock of second-hand uniform

4. Expectations for school uniform

The Governing Body at St Francis C of E Primary and Nursery School respects and values the wearing of religious clothing; we request that all clothing is in the school colours.

4.1 Our school's uniform

School Uniform	☐ St Francis or plain red sweatshirt or cardigan ☐ St Francis or plain white polo shirt ☐ Grey or black trousers, shorts, skirt or pinafore dress ☐ Red and white summer dress ☐ St Francis school book bag or small school bag ☐ Appropriate outerwear (coat, hat, gloves, cap) for the season ☐ Long hair must be tied back using plain red, white or black hair bobbles. A plain hair band may also be worn in these colours.
Footwear	☐ Plain socks or tights - white, black or grey ☐ Black shoes. Trainer-style shoes should not be worn ☐ Fashion shoes (platforms, heels, multi-coloured, open-toe, boots etc.) are not suitable
Jewellery	☐ Pupils may wear watches, but other jewellery is not suitable for the school day ☐ Pupils with pierced ears may wear plain studs. Any pupil wearing pierced earrings must be able to remove and replace them themselves
Not permitted	☐ Jeans, denim clothing or jogging bottoms ☐ Unsuitable shoes (e.g. high heels or flip flops) ☐ Branded clothes ☐ Make-up, nail varnish or excessive amounts of hair gel ☐ Jewellery (other than as noted above) ☐ Extreme haircuts and styles
Indoor PE Kit	☐ A t-shirt in their house colour (can be purchased from the school office) ☐ A hoodie in their house colour ☐ Plain black shorts ☐ Socks and black plimsolls ☐ Hair bobble for tying back long hair
Outdoor PE Kit	☐ Indoor PE kit and trainers ☐ A hoodie in their house colour ☐ For winter: plain black jogging bottoms with a crested school jumper or plain red jumper
Reception	☐ For use in the outdoor area and mud kitchen: ☐ Wellington boots ☐ Waterproof all-in-one
Swimming (Y3–Y5)	☐ Swimming costume or trunks (must be above the knee) ☐ Swimming cap or bobble for tying back hair ☐ Towel ☐ Goggles if required

All clothes should be clearly labelled with the child's name.

4.2 Where to purchase uniform

Kids Essentials Schoolwear Birmingham

Tel: 0121 477 0736 | Email: northfield.kidsessentials@gmail.com

Northfield Store: 762 Bristol Rd South, Northfield, Birmingham, B31 2NN

Opening Hours: Monday to Saturday, 9am–5pm

Plain coloured uniform can also be purchased from other retailers, for example Marks & Spencer, Asda, Sainsbury's and Tesco.

We have a stock of good used school uniform in school. Any parent or carer experiencing difficulty in meeting the required standard of uniform is invited to contact the Head Teacher in confidence for support.

5. Expectations for our school community

5.1 Pupils

Pupils are expected to wear the correct uniform at all times (other than on specified non-school uniform days) while:

- ☐ On the school premises
- ☐ Travelling to and from school
- ☐ At out-of-school events or on trips organised by the school, or where they are representing the school (if required)
- ☐ Pupils are also expected to contact the Head Teacher 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 Head Teacher 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 Head Teacher if the situation does not improve.

Ongoing breaches of our uniform policy will be dealt with as set out in our school 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.

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

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 annually. At every review, it will be approved by the Full Governing Body.

7. Links to other policies

This policy is linked to our:

- ☐ Behaviour Policy
- ☐ Equality Information and Objectives Statement
- ☐ Anti-Bullying Policy
- ☐ Complaints Policy

"Together in God's love, we aspire to be our best!"