

Templefield Lower School

School Uniform Policy



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Statement of intent

We believe that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

For the purpose of this policy, 'uniform' includes the following elements of pupils' appearance:

- Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school e.g. non-uniform.
- Hairstyles and headwear
- Jewellery and other accessories

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, is affordable and provides the best value for money for both the school and pupils' families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves and dressed in such a way that sets an appropriate tone for education.

Legal framework

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

- [Education and Inspections Act 2006](#)
- [Education Act 2011](#)
- [Human Rights Act 1998](#)
- [Equality Act 2010](#)
- [The UK General Data Protection Regulation \(UK GDPR\)](#)
- [Data Protection Act 2018](#)
- [Education \(Guidance about Costs of School Uniforms\) Act 2021](#)

The policy also has regard to the following non-statutory guidance:

- [Cost of school uniforms](#)
- [School admissions code](#)
- [School uniforms](#)
- [Preventing hair discrimination in schools](#)

Roles and responsibilities

The governing body is responsible for:

- Establishing, in consultation with the headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible, inclusive and does not disadvantage any pupil because of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating in this policy how best value for money has been achieved.
- Ensuring compliance with the DfE's '[Cost of school uniforms](#)' guidance.

The headteacher is responsible for:

- Enforcing the school's uniform on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of this policy.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing body.
- Providing pupils with an exemption as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting top.

Staff are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Discussing breaches of this policy with parents.
- Ensuring that parents and pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher if their child requires an exemption to the uniform rules for a period of time, with a reason why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the headteacher has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

Cost principles

The school will ensure that its school uniform is affordable and accessible to all pupils, and does not place an unreasonable financial burden on parents.

In accordance with the '[School admissions code](#)', the headteacher will ensure that the school's uniform requirements do not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform.
- Looked after children (LAC) and previously looked after children (PLAC).

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items (e.g. polo-shirts, socks) to ensure their child can come to school in clean uniform every day.

The school will keep variations in school uniform for different groups of pupils (e.g. year group-specific items or house colours) to a minimum to ensure that pupils can get the most wear out of their uniform possible and that parents can pass some items down to younger siblings.

The school will keep branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers (e.g. supermarkets) due to the item's logo, colour, design, fabric or other unique element. Where the school requires an item of branded clothing, it will assess how prices can be kept as low as possible and put measure in place to facilitate this. This may include:

- Offering sew- or iron-on logo badges for jumpers that can be bought at non-specialist retailers, instead of requiring specific branded jumpers.
- Ensuring branded items are longer-lasting and unlikely to be worn out quickly.
- Making donated second-hand uniform available for purchase at a lower price.

The school will meet the DfE's requirements and recommendations on costs and value for money. Care will be taken to ensure that school uniform is affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school will not make frequent changes to uniform requirements and will take the views of parents and pupils into account when considering any changes.

Equality principles

The school takes its legal obligation to avoid unlawfully discriminating against any protected characteristic very seriously. In line with this, the school will aim to ensure that its uniform policy is as inclusive as possible so that all pupils can access a school uniform which is comfortable, suitable for their needs and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that, where appropriate, views and advice are sought specifically from pupils, and parents of pupils, who:

- Are transgender or non-binary
- Are of a religious or cultural background that has specific dress requirements
- Have SEND and/or sensory needs

Parents' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the headteacher and governing body, and always in accordance with the school's Complaints Procedure.

Information on how the school ensures its uniform policy does not discriminate against pupils with specific protected characteristic is outlined below.

Gender

To avoid disproportionately impacting pupils of a certain gender, the school will ensure that the cost of uniform is as equal in price as possible across items for all genders. This includes:

- Adhering to the procedures laid out in the 'Cost principles' section of this policy.
- Not directly requiring pupils of a certain gender to buy additional uniform e.g. by requiring female pupils to buy both trousers and skirts.
- Not indirectly requiring pupils of a certain gender to buy additional uniform e.g. by offering football in PE to only male pupils and requiring they buy football boots to participate.
- Not holding pupils of different genders to different uniform standards e.g. by banning certain hairstyles for only one gender.

The school will implement a gender-neutral uniform, meaning that pupils will not be required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records.

The school ensures that pupils who are required to follow certain dress requirements (e.g. by virtue of their membership of a particular religious or cultural group) are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The school endeavours to meet all requests for amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual pupils are weighed against any health and safety concerns for the entire school community.

Religion and belief

To avoid disproportionately impacting pupils of a certain religion, belief or culture, the school will ensure that there is flexibility to allow pupils to present themselves in a way that adheres to their dress requirements as far as possible, within the school's uniform policy.

The school will endeavour to meet all requests for amendments to the uniform for these purposes; however, the needs and rights of individual pupils will be weighed against any health and safety concerns appropriate to the circumstances.

Race

To avoid disproportionately impacting pupils of a certain race, the school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a pupil's ethnic origin e.g. natural Afro hairstyles.
- Not banning hairstyles worn because of cultural, family and social customs e.g. cornrows.
- Not banning head coverings related to a pupil's culture or ethnic origin e.g. African heritage head wraps.

The school will follow the good practice guidance provided by the Equality and Human Rights Commission on [Preventing hair discrimination in schools](#).

SEND and medical conditions

To avoid disproportionately impacting pupils with SEND or medical conditions, the school will ensure its uniform policy takes into account the needs of these pupils. This includes:

- Ensuring the school uniform uses soft, stretchy fabrics and avoiding intricate buttons or hard seams.
- Allowing variations to the standard uniform for pupils whose medical conditions may impact how they dress (e.g. pupils with casts who require loose-fitting clothing or pupils with hair-loss related conditions who wish to wear head coverings).

Where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

Complaints and challenges

The school will endeavour to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedure.

The school will refer individuals who wish to complain to the Complaints Procedure and request that they follow the procedures outlined therein.

When a complaint is received, the school will work with the complainant to arrive at a mutually acceptable outcome.

School uniform supplier

The school's current school uniform supplier is:

- Lowe-Go's
- 1 Station Square, Flitwick, Bedfordshire MK45 1DP
- Telephone: 01525 839341
- Email: sales@lowegos.org

The school uniform supplier will accept school uniform assistance vouchers.

The governing body will ensure that a written contract is in place with the supplier for branded items. The school will retender the uniform contract every five years, whether changes to the uniform are made or not.

The governing body will be able to demonstrate how uniform is procured at the best value for money. The headteacher will work to ensure that the items are procured as cheaply as possible without compromising on the quality, e.g. by requesting standard-style items from the supplier rather than more intricate and unique designs.

The school will not sign contracts with suppliers before requesting visualisations and samples of proposed uniform.

Uniform assistance

The school will support disadvantaged families in meeting the cost of uniform. School uniform assistance will be provided via a voucher worth £75 that can be spent on school clothing. The budget for the school uniform assistance scheme will be derived from pupil premium funds.

For parents to claim school uniform assistance, their child should be eligible for free school meals (FSM). Eligibility will be determined by checking original documents from the relevant authority, detailing receipt of the benefit and the address of the pupil. Families who meet the criteria should contact the school office.

The PTA has a stock of second-hand uniform available to purchase; please contact the school office. Parents are invited to donate their child's uniform when they no longer need it.

Non-compliance

Staff will be permitted to discuss with parents and pupils' breaches of this policy, in accordance with the school's Behaviour Policy. For persistent breaches, the school will work with these families to achieve a successful outcome.

School uniform

Our school colour is bottle green. The school uniform is as follows:

Item	Optional or required	Branding	How to acquire	Cost per item from school supplier
Regular school uniform				
Bottle green sweatshirt or bottle green cardigan	Required	School logo on the right-hand side	Branded sweatshirt and cardigan available from school supplier and second-hand from school office	Branded sweatshirt – £10.50 Branded cardigan – £11.50
White polo shirt	Required	No branding	Available from school supplier, second-hand from school office and available from regular retailers	Branded polo-shirt – £7.00
Bottle green school fleece	Optional	School logo on right-hand side	Available from school supplier and second-hand from school office	£14.00
Grey or black trousers or grey skirt	Required	No branding	Available from regular retailers and second-hand from school office	N/A
Sensible, plain black shoes	Required	No branding	Available from regular retailers	N/A
Bottle green school coat (reversible)	Optional	School logo on right-hand side	Available from school supplier	£16.50
PE kit				
Plain white t-shirt	Required	No branding	Available from school supplier, second-hand from school office and available from regular retailers	Branded white t-shirt – £5.00 Plain, white t-shirt – £3.00
Plain black sweatshirt or hoodie	Optional	No branding	Available from regular retailers and second-hand from school office	N/A
Plain black shorts	Optional	No branding	Available from school supplier, second-hand from school office and available from regular retailers	£5.00
Plain black jogging bottoms	Required	No branding	Available from regular retailers and second-hand from school office	N/A
Plain trainers	Required	No branding	Available from regular retailers	N/A
Bottle green gym bag	Optional	School logo	Available from school supplier	£3.00
Summer uniform				
Green gingham summer dress	Optional	No branding	Available from regular retailers and second-hand from school office	N/A
Grey shorts	Optional	No branding	Available from regular retailers and second-hand from school office	N/A
White or black closed sandals with backs	Optional	No branding	Available from regular retailers	N/A

Accessories				
School book bag	Required	School logo	Available from school supplier	£4.00
Water bottle	Optional	No branding	Available from school supplier and regular retailers	£4.99

Pupils who are wearing skirts or pinafore dresses will also be required to wear grey tights.

The school will not consider trainers or high heels suitable school shoes.

Parents are responsible for ensuring their child comes to school wearing their PE kit when needed.

Pre-School uniform

Whilst not compulsory, we offer a partial pre-school uniform for children to wear. This is as follows:

Item	Optional or required	Branding	How to acquire	Cost per item from school supplier
Regular school uniform				
Red t-shirt	Optional	School logo on the right-hand side	Branded sweatshirt and cardigan available from school supplier and second-hand from school office	£4.50
Red sweatshirt or red cardigan	Optional	School logo on the right-hand side	Branded sweatshirt and cardigan available from school supplier and second-hand from school office	£9.80

Jewellery

Jewellery, make-up and nail varnish are not to be worn in school. Pupils who have pierced ears may wear a pair of small stud earrings. Watches are permitted but Fitbits and smart watches are not allowed.

All jewellery must be removed for PE lessons and pupils remain responsible for these items; lost or damaged items will not be refunded. If your child is unable to remove them independently, they should not come to school wearing these items of jewellery.

School bags

Pupils may use an appropriately sized waterproof bag to carry their belongings. School bags featuring inappropriate images, slogans or phrases are not permitted. The school will not be liable for lost or damaged school bags.

Hairstyles and headwear

The school reserves the right to make a judgement on whether pupils' hairstyles, hair colour or headwear is inappropriate for the school environment; however, the school will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints Procedure.

Pupils with long hair must ensure that this does not impede their vision, cover their face or cause a health and safety risk. Long hair must be tied back for PE.

The following hairstyles, hair colours and headwear are not considered appropriate for school:

- Brightly-coloured, dyed hair
- Headwear with bold patterns or colours
- Excessive hair accessories
- Headwear featuring inappropriate words or images

Adverse weather

All pupils will be advised to wear weather-appropriate clothing.

For hot temperatures, this includes wearing:

- Tops that cover the shoulder area
- Sunglasses with UV protection when outside

Pupils will be advised not to wear any jumpers during heatwaves. If outside during break times, pupils not wearing sun-safe clothing will be advised to stay in an area protected from the sun, or spare clothing is provided.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when they outside
- Warm jumpers
- Trousers or skirts with thick tights

Labelling and lost property

Parents will be advised to ensure that all pupils' clothing and footwear is clearly labelled with their name.

Any lost clothing will be taken to the lost property box in the school office. Lost property will be retained for one month and will be disposed of if it is not collected within this time.

Monitoring and review

This policy will be reviewed annually by the chair of governors and headteacher.

Any changes to this policy will be communicated to all staff, pupils, parents and other relevant stakeholders.

Links with other policies

This policy should be read in conjunction with the following school policies and procedures:

- Behaviour Policy
- Complaints Procedure

Approved by governors: December 2023

Last reviewed: November 2023

Next review: November 2024