



# **Glenleigh Park Primary Academy and Nursery** *Growth, Perseverance, Positivity, Achievement*

## **School Uniform Policy**

<b>Approved by:</b>	Local Academy Board	<b>Date:</b>	<b>December 2025</b>
<b>Last reviewed on:</b>	N/A		
<b>Next review due by:</b>	December 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/carers to get in touch with the school SENCo/ Inclusion lead via the School Office, 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 uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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 one jumper or cardigan has the school logo.
- 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 inter-school competitions, such as creating posters or labels.
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items through signposting to the local second-hand uniform shop.
- 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 the Policy.

### 4. Expectations for school uniform

#### 4.1 Our school's uniform:-

Compulsory branded items are available from [Superstitch86 - School Uniform and Workwear Specialists](#)

- School jumper/cardigan with logo.

**Optional** branded items are available from Super Stitch:-

- White polo shirt with logo;
- PE bag with logo;
- Summer hat with logo.

**Generic items:-**

- Grey trousers/shorts/skirt.
- Black shoes/black trainers (these must be completely black with no visible labels, logos or branding).
- Checked purple summer dress.
- White or grey socks/black tights.
- Bookbag and PE bag.
- White t-shirt for PE.
- Plain black shorts/jogging bottoms for PE (no large branding/logos).
- Plimsolls/trainers for PE.
- Only small stud earrings and jewellery of religious significance may be worn and earrings must be removed or covered for PE.
- Nail varnish and temporary tattoos are NOT allowed.
- Long hair including fringes must be tied back for health and safety reasons.
- Hair styles should be natural colour and must be smart in appearance without shaved patterns or close shaving showing the scalp.

**Swimming – Summer Term for Year 5**

- Swimming costume/trunks.
- Swimming cap.

**4.2 Where to purchase school uniform:-**

Branded items are available from:-

Super Stitch 86  
7 Castleham Road  
St Leonards on Sea  
East Sussex  
TN38 9NR

Email – [schooluniform@superstitch86.co.uk](mailto:schooluniform@superstitch86.co.uk)

Phone number – 01424 852225.

Website - [Superstitch86 - School Uniform and Workwear Specialists](#)

- Secondhand uniform is available from:-

Pass It On, East Sussex School Uniform – join the private Facebook page for this or pop along to the shop situated at:-

29-31 Devonshire Road  
Bexhill on Sea  
East Sussex  
TN40 1AH.

## 5. Expectations for our school community

### 5.1 Pupils

Pupils are expected to always wear the correct uniform (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 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.
- With no additional (non-school) badges or political logos.

Parents/carers are also expected to contact the school's SENCO via the School Office if they want to request an amendment to the Uniform Policy in relation to:

- Their child's protected characteristics.
- The cost of the uniform.
- Their child's special educational needs.

Parents/carers 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/carers 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 does not improve.

Ongoing breaches of our Uniform Policy will be dealt with by sending reminders and letters to parents.

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 Local Academy Board/Trust

The LAB/Trust 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 five years.

## 6. Monitoring arrangements

This Policy will be reviewed every two years by the Headteacher. At every review, it will be approved by Local Academy Board (LAB).

## 7. Links to other Policies

This Policy is linked to our:

- Behaviour Policy.
- Equality information and objectives statement.
- Anti-bullying Policy.
- Complaints Policy.
- SEND Policy and information report.