

# Elsley Primary School



## Uniform Policy

**Approved by:** Full Governing Board

**Date:** June 2025

**Last reviewed on:** June 25<sup>th</sup> 2025

**Next review due by:** June 2028

## 1. Introduction: Why Uniform is Important

### a) Wearing the uniform shows children belong.

When children put on their Elsley Primary uniform, they are showing that they are proud to be part of the school and are ready to follow its values and expectations.

### b) Uniform helps children focus on learning.

Wearing the same uniform helps reduce distractions in the classroom. It allows children to concentrate on their learning instead of thinking about clothes or fashion.

### c) Uniform helps all children feel equal.

No matter what families can afford, all children come to school looking the same. This helps everyone feel included, confident, and part of the same team.

For these reasons, it is an expectation that all pupils will wear the full school uniform for Elsley Primary School.

## 2. 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

## 3. Our school's legal duties under the Equality Act 2010

We comply with the Equality Act 2010 and to avoid discrimination, our school will:

- Avoid listing uniform items based on gender,
- Make sure that 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 requests for changes to swimwear for religious reasons or due to discomfort related to their gender
- Allow pupils to wear headscarves and/or other religious garments
- Allow reasonable adaptations for pupils with sensory or physical needs depending on their specific needs
- Allow reasonable adaptations to our policy on the grounds of equality where pupils or their parents/ carers request this from the Headteacher. These will be considered on a case-by-case basis.

## 4. Limiting the cost of school uniform

We take the following steps to ensure uniform at Elsley is affordable:

**To keep our uniform affordable,  
the school logo is only required on sweatshirts and cardigans.**

- Two retailers are selected for items requiring a logo. Providing choice helps ensure value for money.
- All other items can be plain, without a logo. For all items which do not require the school logo, we have avoided specifying distinctive characteristics. This means that except for the school sweatshirt or cardigan, parents/ carers can easily 'shop around' to find the best price.
- By not specifying types of coats, hats or bags, these can be worn by children on non-school days.
- The same uniform expectations apply for different year groups to avoid unnecessary added costs.
- We avoid making changes to uniform expectations to minimise financial impact on parents/ carers.
- Working with the Parent Staff Association (PSA), we aim to host pre-loved uniform events, allowing parents/ carers to donate, swap or purchase uniform at reduced cost.
- We commit to consulting with parents before making changes to uniform policy, and carefully considering any complaints that arise about the policy.

Our school complies with Department for Education (DfE) statutory guidance about uniform affordability:  
<https://www.gov.uk/government/publications/cost-of-school-uniforms/cost-of-school-uniforms>

## 5. Expectations for school uniform

### 5.1 School uniform item requiring the school logo:

- Green sweatshirt, jumper or cardigan with the school logo on it

### 5.2 School uniform items that do not require the school logo:

- White shirt/ blouse or white polo shirt
- Grey trousers, or grey skirt, or grey pinafore dress, or green and white summer dress.
- White, black, green or grey socks or tights (no cycle shorts or leggings)

### 5.3 Footwear

Pupils must wear closed-toe, hard-soled, all black, plain shoes with a flat sole. Shoes with flashing lights are inappropriate for school. Trainers are not permitted except for PE as outlined in the PE kit.

Boots are permitted in the winter provided they are flat-soled, plain black and no higher than the ankle. See pictures of acceptable and unacceptable examples.

Acceptable examples	Unacceptable examples
	

### 5.4 Hats, headscarves or headwear

Pupils are not allowed to wear hats, headscarves or any other head covering inside the school building unless it is due to religious, cultural or medical reasons. Any head covering for religious or cultural values or hair accessories that are worn such as slides, ribbons, bobbles or bands should be simple and plain. Pupils are allowed to cover their head for religious or cultural reasons in Elsley colours only (black/ green/ white) and without decoration or embellishment.

### 5.5 Hairstyles

Our school recognises and is proud to celebrate our diverse community. Different cultures prescribe different levels of importance to hairstyles and hair colouring. Whilst recognising this, we also want to ensure that there are clear boundaries, that hair does not distract from learning and ensure pupils are prepared for their future place at secondary school and within society.

- Pupils’ hair should be neatly groomed for appearance and health and safety. Pupils’ faces should not be obscured or covered so that teachers can judge their engagement with learning and their participation in discussions and practical activities. No hairstyle should hide a child’s face.
- Pupils may not wear designs or words cut into their hair or eyebrows or lines shaved into their hair.
- Pupils’ hair is expected to be its natural colour. If a pupil’s hair has been dyed, the school will expect parents/ carers to urgently address this, returning the child’s hair to a natural colour.

## 5.6 Bags

We do not specify a type of school bag or PE bag. There are bags available from the uniform suppliers with an Elsley logo, however, these are optional.

## 5.7 Outdoor Clothing

We do not specify a type of coat or hat to wear when travelling to or from school.

## 5.8 PE Kit

Children are expected to wear their PE kit to school, on the specified day for their year group.

- Plain black shorts or jogging bottoms.
- White aertex PE shirt or white t-shirt
- White socks
- Plimsolls or trainers provided these are entirely plain black and with no obvious logo or branding

## 5.9 Jewellery/ Accessories

For health and safety as well as equality and inclusion, pupils may not wear any jewellery except for one watch (no sound effects, games or smart watches). Pupils are allowed to wear plain studded earrings. This should not be bigger than the lobe. On PE days these should be removed or covered with a plaster/ medical tape to avoid injury. Nose rings are not permitted. Jewellery requested to be worn for religious reasons should be removed or covered during PE. Our school will be unable to take any responsibility for any watches or jewellery that are lost or damaged.

## 5.10 Make-up

Pupils are not permitted to wear make-up, fingernail polish or false nails.

## 5.11 Naming clothing and property

Please ensure all clothing and property is clearly marked so that lost articles may be easily traced and returned. Our school cannot accept responsibility for loss or damage to pupils' property and valuables.

## 6. Where to purchase Elsley uniform

To purchase items with the logo, there are 2 options. For convenience, both outlets also sell items which do not require a logo so parents/ carers may choose to purchase the entire uniform at the same store.

### Option 1) Order online through MyClothing.com

This site also provide a small financial donation to the school for each sale: <https://myclothing.com/collections/elsley-primary-school-25576>



**Option 2) Rumbles Uniform shop is a local high street store:**

<https://www.rumblesuniform.com>

598 High Road, Wembley, HA0 2AF

Store Open: Monday to Saturday (10am To 5pm)

Tel: 020 8902 1393

**Option 3) Pre-loved Uniform Sales**

Details of the pre-loved uniform sales will be circulated before they take place, or parents/ carers can enquire at the school office.

**7. Expectations for our school community****7.1 Pupils**

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

- On the school premises
- Travelling to and from school
- At out-of-school events or trips organised by the school, or where they are representing the school (if required)

Supported by their parents/ carers, 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.

**7.2 Parents and carers**

Parents/ carers are expected to make sure their child has the correct uniform and PE kit, and that items are:

- Clean
- Clearly labelled with the child's name
- In good condition

Parents/carers are 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/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 try and arrive at a mutually acceptable outcome.

**7.3 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 a senior leader if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with in accordance with the school's behaviour policy. This highlights persistently not wearing full school uniform as a more serious behaviour and lists consequences which may be applied. In cases where it is suspected that financial hardship has resulted in a pupil not complying with the policy, staff will take a considerate approach to resolving the situation.

#### **7.4 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/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 5 years.

#### **8. Monitoring arrangements**

This policy will be reviewed by the Governing Board every three years.

#### **9. Links to other policies**

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy