



Uniform Policy

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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 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
- 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 Headteacher, via admin@barleylane.redbridge.sch.uk, 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 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. We do not require children to wear a school logo on their jumper or cardigan; however these can be purchased if parents so wish.
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- 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 leveler
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- 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

4. Expectations for school uniform

4.1 Our School Uniform

Our school uniform is as follows:

- **Royal blue** sweatshirt or cardigan (generic or with optional school logo)
- **White** school shirt or **white** polo shirt (generic)
- **Grey** trousers / skirt / pinafore dress (generic). Summer option – short **grey** trousers or **blue** checked dress)
- **Grey or white** socks / tights / leggings. Leggings may be worn under skirts and dresses but not alone as legwear
- Waterproof **black** shoes (black trainers with **no white sole or motifs** for PE)
- Hair accessories, headscarves, hijab should be **plain black** or **navy**
- **Plain white, black** or **navy** patka (if worn)
- School book bag

4.2 Shoes, Bags, Packed Lunch and Coats

We do not require children to purchase school-branded shoes, coats or packed lunch boxes. However, we do require children to carry books in the school book bag

4.3 PE and swimming kit

Children should wear their PE kit to school on the days that they are due to have a PE lesson. All PE kit items are generic and do not require school logos. They should consist of the following:

- **White** T Shirt (no logos, school or other)
- **Navy** or **Black** zip up hoodie or **black** sweatshirt (no logos, school or other)
- **Navy** or **Black** shorts or **black** jogging bottoms (indoor PE)
- **Black** jogging bottoms (outdoor PE)
- **Black** plimsolls or **black** trainers (outdoor PE)

Children in foundation stage are also encouraged to bring in Wellington boots and a rain mac for garden activities in wet weather.

All PE kit should be kept in a Blue drawstring kit bag. It can be plain or you can purchase a PE bag with the school logo on from the Barley Lane Friends Association (PTA).

4.4 Jewellery and Make Up

Please ensure your child does not wear jewellery to school as this can be very dangerous and if lost can cause unnecessary distress to your child. No earrings, chains, rings or bracelets should be worn. If your child has pierced ears, they may wear small studs – please do not allow your child to wear big jewelled studs.

If a child wears inappropriate jewellery to school, they will be asked to remove it. This will be kept in the school office and parents will be asked to collect it at the end of the school day. The only exception to this, is jewellery with a religious significance, but we would prefer it not to be worn for the reasons mentioned above. All jewellery **MUST** be removed for PE lessons. If a child is not able to do this unaided then it should not be worn to school.

Children are not allowed to wear make up to school; this includes nail varnish.

Items of value should not be brought into school. The school cannot accept responsibility for the loss of any valuables or any items of school uniform.

4.5 Missing uniform

All clothing should be clearly labelled with your child's name. This is especially important as uniform items look similar and can be easily confused for another child's. Should your child lose any of their uniform we have a designated area for lost property in the corridor near the staffroom. Please check here for any items your child may be missing. At the end of term where possible, named clothing will be returned to your child's class. Any unclaimed/unnamed items are either sold by the Barley Lane Friends Association (PTA) or given to a local charity shop.

4.2 Where to purchase uniform

Clothing can be purchased from Mapac.com or Rupens Schoolwear 98-100 Meads Lane Ilford IG3 8QN. Clothing in school colours but without the school logo can be bought more widely from supermarkets or high street retailers. Second hand uniform is on offer during parent consultation meetings, where parents/carers can make a donation if they wish.

Parents/carers who are experiencing financial hardship can enquire at the school office where we may have second-hand uniform available at no cost.

Parents/carers who receive notification from Redbridge of eligibility of Free School Meals receive a voucher from the school to the value of £60 to purchase new school uniform. This can be ordered from Mapac.com via the school office or directly from Mapac.com or Rupens. Alternatively, parents/carers can buy the uniform and receive reimbursement on submitting a receipt.

5. Expectations for our school community

5.1 Pupils

Pupils are expected to wear the correct uniform at all times (other than 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)

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.

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 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 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 headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the senior leadership team. This will involve a text or letter being sent to the parents, with future instances followed with a phone call or meeting request.

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 Governing Body

The Governing Body 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 Governing Body 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 where necessary.

6. Monitoring arrangements

This policy will be reviewed every four years by the governing body.

7. Links to other policies

This policy is linked to our:

- Positive Behaviour policy
- Equality information and objectives statement
- Complaints policy