

# Welton St. Mary's Church of England Primary Academy



## Our Vision

As an inclusive Christian community we value each person, seeking to release everyone's full potential as promised by Jesus Christ. We seek to provide a safe, inspiring and creative learning environment providing opportunities for all to flourish. Through challenge, support and care, we strive for excellence in all that we do; always building on the foundations of shared values with consistently high expectations rooted in God's love. Together we are encouraged to be agents of positive change in this world.

*'May the God of hope fill you with all joy and peace as you trust in him, so that you may overflow with hope by the power of the Holy Spirit.'* Romans 15:13

## School Uniform Policy

Approved July 2025  
Review Annually

## **Welton St Mary's CE Primary Academy**

### **School Uniform Policy**

#### **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

for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with a member of the Senior Leadership Team 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 Uniform Policy takes into consideration:

- The socio-economic status of your school community
- Pupil demographics

- The uniform of neighbouring schools

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. This is limited to our school sweatshirt / cardigan and to a PE Hoodie.
- 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
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items. All year long there is a 'pre-loved' uniform rail. This also includes wellies, waterproofs and Christmas jumpers (in December).
- 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**

Every day uniform to give a sense of belonging to our school

- Trousers in grey
- Skirts and pinafore dresses in grey or navy \* skirts must be of an appropriate style and length for a school setting. Skirts should be tailored or pleated and fall to around the knee. Tube

skirts, stretch fabric skirts, and those that are very short are not suitable for school and should not be worn.

- Sweatshirt or cardigan in navy with the school logo (branded- these are available on our pre-loved rail)
- Shirts, polo shirts or blouses in pale blue or white
- Summer dresses in blue and white gingham
- Summer shorts/culottes in grey or navy
- Socks and tights in grey, white or navy
- Footwear with a sensible heel: Black shoes, **no trainers as everyday wear**

#### PE kit

- Navy blue or black shorts - **no branded shorts**
  - white or navy t-shirt (encouraged to have the school logo)
  - plimsolls for indoor and trainers for outdoor PE
  - A branded school hoodie
  - Plain navy or black jogging bottoms - **no branded jogging bottoms**
  - and a PE bag (encouraged to have one with the school logo) – has to fit in a locker alongside school bag and coat
  - A pair of wellies
  - A waterproof coat and waterproof bottoms
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- A book bag is available from Uniform Direct, 333 High Street Lincoln
  - **Jewelry**– A wristwatch (not a Smartwatch) and small studded earrings (one in each ear) are the only permitted items of jewelry children can wear in school. Children are expected to take their earrings out for PE and not put tape over them (unless the ears are newly pierced in which case tape can be worn for the first 6 weeks). This is for their safety. Children will either need to be able to take their earrings out themselves or not wear earrings on PE days.
  - Nail varnish is not allowed. Gel/acrylic nails are not to be worn. No Make up and no fake eyelashes is allowed in school.
  - Children are permitted to wear plain blue, black, brown, white bobbles or hair bands. Hair accessories are to be kept small and to a minimum
  - Water bottles are available from the school office at a cost of £2.50

#### 4.2 Where to purchase it

- Parents and carers can buy the majority of our uniform at high- street retailers.

- The branded items (sweatshirt, cardigan, PE top, PE hoodie, PE bag and Book bag) are only available from a specific retailer

<https://www.uniform-direct.com/acatalog/Welton-St-Mary-s-C-of-E-Primary.html>

- Pre-loved uniform is readily available every day on our pre-loved rails.

## **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 their class 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/carers are also expected to contact a member of the Senior Leadership team 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 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 a member of the senior leadership team.

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 governors 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.

#### **6. Monitoring arrangements**

This policy will be reviewed annually.

#### **7. Links to other policies**

This policy is linked to our:

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