Orleans Primary School



Uniform Policy

Governor's Committee Responsible	Full Governing Body
Status	Statutory
Review Cycle	Annual
Date written / last review	September 2026
Date of next review	September 2027
Signed Chair of Governors	
Signed Head of School	

Contents

1. Aims 3
2. Our school's legal duties under the Equality Act 2010 3
3. Limiting the cost of school uniform 3
4. Expectations for school uniform 5
5. Expectations for our school community 6
6. Monitoring arrangements 7
7. Links to other policies 7

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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 all 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, sexual orientation, 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
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair, although we reserve the right to ask that long hair 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
- 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 Miss Coward 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 uniforms.

We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo attached or be in a unique fabric or style) cannot be purchased from a wide range of retailers, and that requiring many such items limits parents/carers' ability to shop around for the best price.

We will therefore make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for families

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 the sweatshirt, PE Top and PE Over Jumper feature the school logo
- Limiting items with distinctive characteristics to low-cost
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Avoiding different uniform requirements for different year/classes/houses
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents to acquire second-hand uniform items and that these items have the biggest possible audience
- 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

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We will do this by:

- Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of:
    - Primary schools insert: 3
- Carefully considering whether any items with distinctive characteristics are necessary, and limiting these items where possible for example, by only asking that the jumper, worn over a white shirt, features the school logo
- Limiting compulsory branded items to low-cost and/or long-lasting items such as book bags
- Avoiding specific requirements for items such as coats, bags and shoes/trainers that pupils could also wear on non-school days. See more information in section 4.1
- Avoiding different uniform requirements for different year/class/house groups so uniform can be handed down and also be readily available for families on a second hand basis.

- Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama
- Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or bibs
- Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
- Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective pupils and publishing this information on our website
- 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 uniform in line with the school's complaints policy
- Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- Continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money

4. Expectations for school uniform

4.1 Our school's uniform

- Branded items that are essential are

  -the school sweatshirt/pullover/cardigan

  -the PE sweatshirt KS1 or mid-layer KS2,

  -PE T-shirt
- The following are branded an optional– white polo tops, rucksacks and book bags
- Expectations for generic items, such as:
    - White polo top, plain black shorts/skort/jogging bottoms or leggings
    - No other logos are permitted on black PE kit.
    - A swimming kit must include a swimming hat, goggles and a suitable sports swimming costume or trunks.
- Hair: We ask that pupils arrive at school looking smart, tidy and ready for the school day. Hair that is shoulder length or longer should be tied back securely where appropriate, particularly for practical activities.We recognise that hairstyles are an important way for children to express their individuality. At the same time, we ask families to support their child in choosing a hairstyle that is appropriate for school and allows them to feel comfortable and confident while learning. Hairstyles should be neat and suitable for the school environment. Shaved patterns or designs in the hair or eyebrows are not permitted. If a hairstyle does not meet the school's expectations, we will work with parents or carers to find a suitable solution and may ask for the style to be changed.

- Jewellery: Children may wear single plain stud earrings. No other jewellery other than a watch may be worn (watches that can take pictures or make recordings are not allowed). The exception to this is jewellery worn for religious reasons. Any jewellery that could compromise the safety of the children such as hooped earring must not be worn.
- Make-up and Cosmetics: No make-up, cosmetics, hair-gel or nail varnish are permitted. The school does not permit such products to be worn by any children, unless there is a specific event for which the Headteacher has given permission. earring it during activities such as science, D+T, PE will need to be removed or covered
- Coats need to be practical, waterproof and/or warm.
- The Orleans rucksack and book bags are optional but recommended
- Shoes must be black. Trainers on non PE days must also be completely black
- Trainers for PE must be suitable for sport and not fashion trainers.

4.2 Where to purchase or acquire it

- Branded uniform can be purchased from Stevensons in Twickenham and other uniform such as grey trousers or skirts, blue checked dresses and white polo tops can be bought at any high street retailer.
- Second hand uniform is sold each term by OPPTA or can be purchased directly from school by emailing info@orleans.richmond.sch.uk

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 Miss Coward 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

Families are also expected to contact Miss Coward if they want to request an amendment to the uniform policy in relation to their protected characteristics.

- 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 in accordance with the school's complaints policy.

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 the correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the Head of School if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Senior Leaders at the school.

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 and the pupil will not miss classroom teaching because of a sanction. This is in line with the statutory guidance.

5.4 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.

6. Monitoring arrangements

This policy will be reviewed every 3 years or sooner should guidance, the schools approach or legislation change.

7. Links to other policies

This policy is linked to our:

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