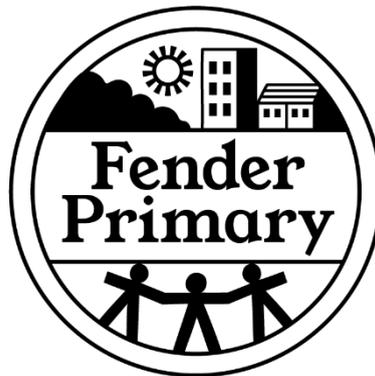


Fender Primary School



School Uniform Policy

This policy was adopted by the Governing Body on

Headteacher Date

Chair of Gobs Date

This policy is due for review on 1st September 2026

Contents:

Statement of intent

1. Legal framework
2. Roles and responsibilities
3. Cost principles
4. Equality principles
5. Complaints and challenges
6. School uniform supplier
7. Finding and consulting suppliers
8. Template documents
9. Uniform assistance
10. Non-compliance
11. School uniform
12. Adverse weather
13. Labelling and lost property
14. Monitoring and review

Statement of intent

Fender Primary School believes that a consistent school uniform policy is vital for:

- Promoting the ethos of a school.
- Providing a sense of belonging and identity.
- Setting an appropriate tone for education.

For the purposes of this policy, “**uniform**” includes the following elements of pupils’ appearance:

- Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. non-uniform.
- Hairstyles and headwear.
- Jewellery and other accessories.
- Cosmetics such as makeup and nail polish.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, is affordable, and provides the best value for money for both the school and pupils’ families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in a way that sets an appropriate tone for education.

In writing and updating this policy, we have sought to:

- Engage with parents and pupils.
- Ensure the uniform is affordable for our families
- Consider how this policy might affect groups represented in the school, especially those who share protected characteristics as defined by the Equality Act 2010.
- Consider how comfortable the uniform will be for pupils.
- Take a sensible approach to allow for exceptions to be made, e.g. during adverse weather.
- Ensure that the uniform is suitable and safe for pupils who walk or cycle to school.
- Choose a PE kit which is practical, comfortable, appropriate to the activity involved and affordable.
- Ensure the policy is easy to access and understand.

1. Legal framework

This policy has due regard to all relevant legislation and guidance including, but not limited to, the following:

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2024) 'School uniforms: guidance for schools'
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy
- Pupil Equality, Equity, Diversity and Inclusion Policy
- LGBTQ+ Policy
- Tendering and Procurement Policy

2. Roles and responsibilities

The governing board is responsible for:

- Establishing, in consultation with the headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible, inclusive, and does not disadvantage any pupil because of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating in this policy how best value for money has been achieved.
- Ensuring compliance with the DfE's '[Cost of school uniforms](#)' guidance.
- Processing and approving all eligible School Uniform Assistance Application Forms.

The headteacher is responsible for:

- Enforcing the school's uniform rules on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing board.

- Providing pupils with an exemption as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting shirt.

Staff are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Where appropriate to their role, disciplining pupils who are in breach of this policy.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher if their child requires an exemption to the uniform rules for a period of time, with a reason why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the headteacher has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

3. Cost principles

The school will develop its uniform policy in relation to the following starting principles:

- The school will seek to ensure that the uniform is affordable. In so doing, the school will consider the total cost of school uniforms, taking into account all items of uniform or clothing parents will need to provide while their child is at the school.
- The school will seek to keep the use of branded items to a minimum.
- The school will seek to ensure that uniform supplier arrangements give the highest priority to cost and value for money, including the quality and durability of the garment.
- The school will seek to ensure that second-hand uniforms are available for parents to acquire. Information on second-hand uniforms will be published on the school's website.

Principles in practice

In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform requirements do not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform.
- LAC and PLAC.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school will keep variations in school uniform for different groups of pupils, e.g. year group-specific items or house colours, to a minimum to ensure that pupils can get the most wear out of their uniform and that parents can pass some items down to younger siblings. **There are no current variations to the Fender uniform for different groups within the school.**

The school will keep branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, e.g. supermarkets, due to the item's logo, colour, design, fabric or other unique element. Where the school requires an item of branded clothing, it will assess how prices can be kept as low as possible and put measures in place to facilitate this. This may include:

- Offering sew- or iron-on logo patches for blazers and jumpers that can be bought at non-specialist retailers, instead of requiring specific branded jumpers.
- Ensuring branded items are longer-lasting and unlikely to be grown out of quickly, e.g. ties.
- Making donated second-hand uniform available for purchase at a lower price.

Fender has two items of branded uniform (only available from the Wirral Uniform Shop) - both of which are optional uniform items and remain part of the uniform at parents' request. These are a plaid skirt and a blazer with the school logo. All other items including cardigans, jumpers and PE kit can be worn with or without the school logo present.

School has sourced suppliers who will provide the items bought with the logo or parents can purchase their own items, e.g. from a supermarket, and take them to a local supplier to have the logo embroidered on at a minimal expense. Alternatively, the whole uniform can be worn without the school logo.

Fender has an extensive supply of new and used uniform which is given free of charge to children and families in need.

The school will meet the DfE's requirements and recommendations on costs and value for money. Care will be taken to ensure that school uniform is affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school will work with multiple suppliers to obtain the best value for money possible. Any savings negotiated will be passed to parents where possible. The school will not enter into exclusive single-supplier contracts or cash-back arrangements. More information on supplier processes can be found in the [‘School uniform supplier’](#) section of this policy.

The school will not make frequent changes to uniform requirements and will take the views of parents and pupils into account when considering any changes.

4. Equality principles

The school takes its legal obligation to avoid unlawfully discriminating against any pupil very seriously.

In line with the above, the school will aim to ensure that its uniform policy is as inclusive as possible so that all pupils can access a school uniform which is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that, where appropriate and with pupils’ consent, views and advice are sought specifically from pupils, and parents of pupils, who:

- Are transgender or non-binary.
- Are of a religious or cultural background that has specific dress requirements.
- Have SEND and/or sensory needs.

Parents’ concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the headteacher and governing board, and always in accordance with the school’s Complaints Procedures Policy.

Information on how the school ensures its uniform policy does not discriminate against pupils with specific protected characteristics is outlined below.

Gender

To avoid disproportionately impacting pupils of a certain gender, the school will ensure that the cost of uniform is as equal in price as possible across items for all genders.

This includes:

- Adhering to the procedures laid out in the [‘Cost principles’](#) section of this policy.
- Not directly requiring pupils of a certain gender to buy additional uniform, e.g. by requiring female pupils to buy both trousers and skirts.
- Not indirectly requiring pupils of a certain gender to buy additional uniform, e.g. by offering football in PE to only male pupils and requiring they buy football boots to participate.
- Not holding pupils of different genders to different uniform standards, e.g. by banning certain hairstyles for only one gender.

The school has a gender-neutral uniform, meaning that pupils will not be required to wear specific items based on their gender, and may wear any of the uniform items listed in the

[‘School uniform’](#) section of this policy regardless of the legal sex recorded on the school’s records. Transgender pupils are supported to access the uniform that best reflects their gender expression in line with the LGBTQ+ Policy.

Religion and belief

To avoid disproportionately impacting pupils of a certain religion, belief or culture, the school will ensure that there is flexibility to allow pupils to present themselves in a way that adheres to their dress requirements as far as possible, within the school’s uniform policy.

The school will endeavour to meet all requests for amendments to the uniform for these purposes; however, the needs and rights of individual pupils will be weighed against any health and safety concerns appropriate to the circumstances, e.g. if safety headgear needs to be worn.

Race

To avoid disproportionately impacting pupils of a certain race, the school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a pupil’s ethnic origin, e.g. natural Afro hairstyles.
- Not banning hairstyles worn because of cultural, family and social customs, e.g. cornrows.
- Not banning head coverings related to a pupil’s culture or ethnic origin, e.g. African heritage head wraps.

The school will follow the good practice guidance provided by the Equality and Human Rights Commission on [‘Preventing hair discrimination in schools’](#).

SEND and medical conditions

To avoid disproportionately impacting pupils with SEND or medical conditions, the school will ensure its uniform policy takes into account the needs of these pupils. This includes:

- Ensuring the school uniform uses soft, stretchy fabrics and avoids intricate buttons or hard seams.
- Allowing variations to the standard uniform for pupils whose medical conditions may impact how they dress, e.g. pupils with casts who require loose-fitting clothing or pupils with hair loss-related conditions who wish to wear head coverings.

Where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

The school will ensure that it works with a supplier that acts in accordance with the school’s values and principles on equality and inclusion.

5. Complaints and challenges

The school will endeavour to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

The school will refer individuals who wish to complain to the Complaints Procedures Policy and request that they follow the procedures outlined therein.

When a complaint is received, the school will work with the complainant to arrive at a mutually acceptable outcome.

The school has an agreed procedure in place with its uniform supplier to deal with complaints about the supply and quality of uniforms.

In considering a complaint, parents should be aware that teachers can sanction pupils for breaching the school's rules on appearance or uniform. The school expects this to be carried out in accordance with the school's published behaviour policy. The school aims to deal with pupil non-compliance in a proportionate and fair way.

6. School uniform supplier

The school's does not have a single uniform supplier except for the **optional** items of a Blazer and a plaid skirt. These are available from:

- Wirral Uniform Centre
- 2A Princes Pavement Grange Precinct, Birkenhead CH41 2XY
- Tel: 0151 647 9588
- On-line: [HOME | WirralUniformCenter](#)

This school uniform supplier will accept school uniform assistance vouchers.

All other items of the school uniform are of basic style and are widely available from supermarkets and other uniform suppliers.

The school has not entered into a contract with any supplier to provide uniform and does not intend to do so in the future, If this changes however it will follow the guidance below in Sections 7 and 8.

7. Finding and consulting suppliers

If the school is considering changing its suppliers and seeks a list of available suppliers, it will consider the following options:

- Consulting an industry body
- Researching local suppliers
- Consulting with other schools and networks
- Having informal discussions with potential suppliers to help determine the school's own needs

If the school prepares to request bids from potential suppliers, it will consider the following elements:

- What products parents will need
- Existing contractual commitments
- Length of tender process
- The school's evaluation process

8. Template documents

Schools will use the DfE's '[Procuring uniform supplies](#)' template documents to ensure that they undergo the procurement process correctly. The templates consist of an invitation to tender, a request for quotation, and a pricing schedule.

Schools will use the invitation to tender template to ask questions of suppliers. Schools will then use the pricing schedule to ask suppliers to submit their prices. Full instructions on how to use the templates are included in each of the documents.

9. Uniform assistance

The school will support disadvantaged families in meeting the costs of uniforms by providing free uniform for those in need based on individual family circumstances including but not limited to Free School Meal Status.

The school will hold second-hand school uniforms in the Community Store for parents to access; access to these uniforms will be made available upon request made to the Family Mentor. Parents will be invited to donate their child's uniform when they no longer need it.

10. Non-compliance

As a general rule, Fender does not discipline children for having incorrect uniform. If staff have any concerns about a child not following the uniform policy they will contact the Family and Community Lead in the first instance who will contact the family to see if assistance is required.

11. School uniform

Clothing

The school uniform is as follows:

Item	Optional or required	Branding	How to acquire
Burgundy sweatshirt, jumper or cardigan	Required	Optional school logo on right-hand side	Sweatshirt and cardigan with the school logo is available from a variety of local suppliers including Wirral Uniform Centre. A plain burgundy sweatshirt or cardigan can be bought from any regular retailer. Local embroidery providers will add the logo onto any item provided. Second hand items are available via the school office
White polo shirt	Required	Optional school logo on right-hand side	Available from school supplier, second-hand from school office, and from regular retailers
Grey or black school trousers/shorts or knee-length school skirt/pinafore	Required	No branding	Available from school supplier, second-hand from school office, and from regular retailers
Sensible, plain black shoes or trainers	Required	No branding	Available from school suppliers, second-hand from school office, and from regular retailers
Burgundy Blazer	Optional	School logo on left-hand pocket	Available from school suppliers or second-hand from school office - Please note this is an entirely optional choice
Tartan Skirt / Pinafore (as an alternative to a grey or black)	Optional	School tartan	Available from Wirral Uniform centre – Please note this is an entirely optional choice
Burgundy school fleece/coat	Optional	Optional school logo on right-hand side	Available from school supplier, second-hand from school office, and from regular retailers
Plain white t-shirt	Required for PE	Optional school logo on right-hand side	Available from school supplier, second-hand from school office, and from regular retailers

Plain burgundy/black shorts	Required for PE	No branding	Available from school supplier, second-hand via school office, and from regular retailers
Plain trainers	Required for PE	No branding	Available from regular retailers
Plain black, grey or burgundy Tracksuit – no logos	Optional	No branding	Available from school suppliers, second-hand via school office, and from regular retailers
School book bag	Optional	School logo	Available from school suppliers

Prices from School suppliers (correct as at July 2024)

Item	Price from My clothing (Was Tesco)	Price from Wirral Uniforms
Round Neck Sweatshirt	£10.80	£11.50
V Neck Sweatshirt	£11.00	£12.50
Sweat Cardigan	£10.80	£13.00
Fleece	£14.50	£17.00
Reversible Fleece	£16.00	£19.00
Polo Shirt	£7.00	£8.50
P.E Shorts	£5.80	£3.50
T Shirt (white)	£6.30	£5.50
Book Bag	£6.50	£5.50
Drawstring Bag	£5.00	£4.00
Tank top	Not Available	£15.50
School Skirt	Not Available	£13.00
Blazer	Not Available	£28.00

Parents are responsible for ensuring their child wears/brings their PE kit to school when needed.

Jewellery

The school rules on jewellery for pupils are as follows:

- One pair of small stud earrings may be worn – no other piercings are permitted.
- A smart and sensible wrist watch may be worn.

Pupils will be advised that jewellery is their personal responsibility and not that of the school. Lost or damaged items will not be refunded. All jewellery must be removed/covered during practical lessons, including PE lessons.

Bags

All children are issued with a reading book bag. No other bag is required.

Pupils can choose to bring an additional bag to school to carry their belongings including lunch boxes/bags. School bags featuring inappropriate images, slogans or phrases will not be permitted. The school will discourage pupils from bringing valuable bags to school. The school will not be liable for lost or damaged school/lunch bags.

Hairstyles and Headwear

The school reserves the right to make a judgement on whether a pupil's hairstyle, hair colour or headwear is inappropriate for the school environment; however, the school will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics.

Each individual pupil's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints Procedures Policy.

Pupils with long hair must ensure that this does not impede their vision, cover their face, or cause a health and safety risk. Long hair **must** be tied up during practical lessons, e.g. during PE/DT etc.

The following hairstyles, hair colours and headwear are not considered appropriate for school:

- Brightly-coloured dyed hair
- Extreme hairstyles including shaved words or symbols
- Headwear with bold patterns or colours, featuring inappropriate words or images

Makeup and cosmetics

The school rules on makeup and cosmetics for pupils are as follows:

- No makeup is permitted
- False nails and nail extensions are not permitted
- Temporary tattoos are not permitted

Pupils wearing makeup will be required to remove it.

12. Adverse weather

All pupils will be advised to wear weather-appropriate clothing.

For hot temperatures, this includes wearing:

- Sunhat
- Sunglasses with UV protection when outside.

Pupils will be advised not to wear any jumpers or blazers in class during heatwaves.

If outside during break times, pupils not wearing sun-safe clothing will be advised to stay in an areas protected from the sun including inside the building.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when outside.

13. Labelling and Lost Property

Parents will be advised to ensure that all pupils' clothing and footwear is clearly labelled with their name and year group.

Any unnamed lost clothing will be taken to the lost property box in the school office.

All lost property will be retained for one month and will be donated to the school second-hand uniform store if it is not collected within this time.

14. Monitoring and review

This policy will be reviewed annually by the chair of governors and the headteacher. The next scheduled review date for this policy is September 2025.

The school will engage with parents and pupils when reviewing this policy.

Any subsequent changes to this policy will be communicated to all staff, pupils, parents and other relevant stakeholders.