



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 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 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 by asking pupils or their parents/carers to get in touch with Vikki Rose (SENCO) via the school office.
- › Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with Katrina Shaer (Headteacher) 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 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
- › Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- › Considering cheaper alternatives to school-branded items, school jumpers with logos and ties are not compulsory
- › 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 leveller
- › 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/carers to acquire second-hand uniform items
- › 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

General Expectations (applicable to all keystages)

- Jewellery – No jewellery, stud earrings only which must be removed on PE days.
- No nail varnish / artificial nails
- Long hair MUST be tied back (longer than shoulders).
- No extreme hairstyles or colours
- All items must be labelled with the child's name.
- A named water bottle is required.

Active Uniform

From September 2026 to September 2027 we will start to implement an active uniform policy as part of our OPAL play initiative. However, if you are replacing uniform before these dates please purchase active uniform items as listed below.

Formal uniforms are often outdated, irrelevant in a modern context, unfit for purpose and an unnecessary expense. They prevent children from moving freely and are restrictive to movement. They don't encourage children to cope with dirt, paint, food and whatever else they encounter while exploring the world through active play and learning.

Always active uniforms are made from darker colours and breathable comfortable fabrics. They are not restrictive around the neck and have a loose cut to enable free movement. They are robust, easy to clean and cheap to replace. An always active uniform reduces the barriers to children running, jumping, rolling, climbing, exploring and moving in as many ways as possible as much as possible.

Footwear

Throughout the school day, children will play on grass and in mud, sand, and water; they will do PE, have dance lessons, run around and climb. They need flexible, warm, sturdy shoes with good grips that allow for these activities.

Office-style shoes are inappropriate for the range of activities a primary-aged child should be experiencing in exploring the world. An always active uniform policy should promote suitable footwear, such as trainers and wellies, to support safe-enough play in all conditions.

For more information please visit [Home – Active Uniform Alliance](#)

This will be the uniform of Haylands Primary School for all pupils:

- Black joggers/leggings/skort/shorts/knee length cycling shorts (no Nike pro or hot pant style shorts)
- Jade green coloured polo shirt and/or jade green coloured t-shirt (logo optional)
- Black school sweater (no hoodies) or black cardigan with logo on (logo optional)
- Black school fleece jackets (optional) (logo optional)
- Black trainers only (no colour on them at all) - no school shoes or fashion shoes
- Black socks
- Waterproof coat (no fashion style coats – children will be outside in all weathers from now on)
- Wellies to be left in school



Moving to an active uniform means there is no longer a requirement for a separate PE uniform.

Book Bag

A black book bag is required to convey homework/reading books to and from school (optional). These can be purchased from Kids & Co. A back pack can be used instead of a book bag if preferred



4.2 Where to purchase it

Jumpers with the school logo are available to purchase from Kids and Co, 22 High Street, Ryde, PO33 2HW

We have second-hand uniform available for no charge. Please speak to Jason Thomas (FLO) via the school office.

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 Katrina Shaer (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 that every item is:

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

Parents/carers are also expected to contact Katrina Shaer (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 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 Katrina Shaer (Headteacher)

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 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

6. Monitoring arrangements

This policy will be reviewed annually by Katrina Shaer (Headteacher). At every review, it will be approved by the full governing board.